



**Semi-Annual Report
on
Female and Minority Employment**

January – June 2012

**Personnel Cabinet
September 2012**



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EXECUTIVE SUMMARY



STEVEN L. BESHEAR
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TIM LONGMEYER
SECRETARY

September 11, 2012

The Honorable Steve Beshear
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Beshear:

In accordance with KRS 18A.138, I am submitting to you the enclosed Semi-Annual Report on Female and Minority Employment for the six-month period of January 1 through June 30, 2012. This report reflects the overall minority and female employment utilization for the Executive Branch as well as figures for each of the various cabinets.

Since 2004, the long-term hiring goal for minorities and females has been 10% and 52.42% respectively. Through these goals, your Administration continues its focus on increasing representation in employment by race, ethnicity and gender and developing a Kentucky State Government workforce that reflects the racial and gender demographics of the citizens we serve.

Beginning in January 2013, utilization goals will change for both minorities and females. To be consistent with the 2012 Census data, female utilization goals will fall to from 52.42% to 50.8%. This change will take place on January 1, 2013 and will be measured in the following Semi-Annual Report on Female & Minority Employment. The minority utilization goal will be increased from the current 10% goal to 12.2% over a period of five reporting periods. Beginning January 1, 2013, the minority utilization goal will be 10.5% and measured in the June 30, 2013 report. The four subsequent reporting periods will measure the minority utilization goal at 11%, 11.5%, 12% and 12.2%.

This Semi-Annual Report on Female and Minority Utilization is compiled with data from the Kentucky Human Resources Information System (KHRIS). The Office of Diversity & Equality has worked to ensure that the updated reporting more accurately reflects the racial and gender makeup of the Executive Branch. Again in this report, and in all subsequent reports, data from the United



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Prosecutorial System and the constitutional offices of the Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture are removed from the overall Executive Branch employment totals. This new format more accurately reflects the workforce makeup of your administration. The employment data from the aforementioned agencies will be included as appendices to this report.

The total number of state employees as of June 30, 2012, was 31,614. Currently, your administration employs 2,806 minorities and 15,551 females. This represents a utilization percentage of 8.88% for minorities and 48.88% for females.

At the close of this reporting period, the Personnel Cabinet and the Cabinet for Health and Family Services exceed the overall goals for both minority and female employment. While the Labor Cabinet, Education Cabinet, Economic Development Cabinet and General Government exceed the goal for female employment. In this report you will find overall and categorical utilization data for each of the various cabinets in addition to charts denoting utilization trends over several reporting periods.

The Personnel Cabinet, through its Office of Diversity and Equality (ODE), is committed to assisting agencies through providing training in the areas of diversity and EEO. ODE continues to develop specific and targeted consultations for the various cabinets in hopes of reaching full utilization.

Sincerely,

Tim Longmeyer, Personnel Secretary
Enclosure: Semi-Annual Report January – June, 2012



STATEMENT OF PURPOSE

Office of Diversity & Equality

The Office of Diversity & Equality (ODE), in the Commonwealth of Kentucky's Personnel Cabinet, is committed to ensuring greater diversity within state government. Kentucky Revised Statute 18.A 138(4) directs the Personnel Cabinet to produce this Semi-Annual Report on Minority & Female Employment in order to provide state officials with a progress assessment of the Commonwealth's Affirmative Action Plan. The data in this report reflects the degree of workforce diversity within state government.

The Affirmative Action Plan of the Commonwealth of Kentucky provides the state with utilization goals for female and minority employment. Currently, these goals are set at 52.42% and 10%, respectively, based on Kentucky population data from the 2000 Census. The purpose of this Semi-Annual Report on Female & Minority Employment is to provide a snapshot of workforce realities in comparison to the established goals.

In January 2013, new utilization goals will be established to reflect the gender and racial demographics of the Commonwealth. Beginning with the January 1 – June 30, 2013 Semi-Annual Report on Female & Minority utilization, the female utilization goal will fall from 52.42% to 50.8% due to recent decline in the female population. With the increase of minority populations in the Commonwealth, the minority utilization goal will increase from 10% to 12.2% over five consecutive reporting periods. Below is the schedule for this gradual increase:

Reporting Period	Minority Utilization Goal	Increase
January – June 2013	10.5%	0.5%
July – December 2013	11%	0.5%
January – June 2014	11.5%	0.5%
July – December 2014	12%	0.5%
January – June 2015	12.2%	0.2%

The Office of Diversity & Equality produces this report, as well as diversity and EEO training for the various cabinets, in order to promote and sustain a workforce that reflects the diversity found within the Commonwealth. Success in securing a diverse workforce is a legal, economic and moral imperative. This report should allow the various cabinets to assess their plans for the recruitment, retention and promotion of minorities and women.

Report Structure and Methodology

The data included in this Semi-Annual Report on Female & Minority Employment was provided by the Kentucky Human Resources Information System (KHRIS). The data is broken down into three groups: total employment, minority employment and female employment.

Within this report, one will find graphic representations of the data provided by KHRIS, beginning with an overview of the statewide progress, followed by a snapshot of minority and female utilization numbers for the various cabinets.

This report, and all subsequent reports, does not include data from the United Prosecutorial System and the constitutional offices of the Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture in the overall Executive Branch employment totals. This change was made to more accurately reflect the workforce makeup of this administration. The employment data from the aforementioned agencies will be included as appendices to this report.

Notes on Reading the Utilization Tables

1. The Commonwealth Utilization Tables (page 11), and the tables compiled for each of the various cabinets, consists of twelve columns. The column categories are abbreviated to provide maximum use of space on the pages that follow. The categories found on the Commonwealth Utilization Table, from left to right, are (abbreviations in parenthesis used in the report):
 - Job Category
 - Total Number of Employees (TOT EMPLS)
 - Number of Minorities Employed (MIN)
 - Percentage of Minorities Employed (% MIN)
 - Projected Minority Utilization Goals (MIN PROJ % GOAL)
 - Number of Minority Hires Needed to Reach Goal (# MIN NEEDED)
 - Minority Utilization Average for All Employers in the State (STATE MIN AVG)¹
 - Number of Females Employed (FEM)
 - Percentage of Females Employed (% FEM)
 - Projected Female Utilization Goals (FEM PROJ % GOAL)
 - Number of Female Hires Needed to Reach Goal (# FEM NEEDED)
 - Female Utilization Average for All Employers in the State (STATE FEM AVG)²
2. Rows 2-10 on the Commonwealth Utilization Table, and the tables compiled for each of the various cabinets, represent the EEO Job Categories found within state government. There are nine possible categories - for a description of each EEO Job Category ***SEE APPENDIX 7.***
3. Rows 11-13 provide totaled information for overall analysis. These rows include:
 - TOTAL (the sum of all data found in the various columns)
 - DECEMBER 2011 TOTAL (the totals from the previous reporting period)

¹ These statewide utilization averages for all employers (public and private) have been taken from the 2000 Census Bureau website. Similar information from the 2010 Census yet to be released. The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. The impact of including this data, which includes sixteen and seventeen year olds, on this analysis is unknown. One could assume that this particular age group would affect the numbers of certain EEO categories not included in this report, such as Sales Workers and Laborers & Helpers.

² *IBID*

- CHANGES (the differences between the current total and the total from the previous reporting period)
- **NOTE:** On the utilization charts for the Commonwealth (page 9) and General Government (page 28) one will find an additional *DECEMBER 2011* row between the rows DECEMBER 2011 TOTAL and CHANGES. For comparison purposes, this row displays the employment data for this reporting period using the previous reporting configuration of including the following agencies: United Prosecutorial System, Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture. This row will not be displayed in future reports.

4. Color coding is used to highlight certain useful information for readers.

- Green (utilization goal met)

Cabinet Utilization Tables

Also included in this report are snapshots of the overall minority and female utilization numbers for each cabinet as well as a breakdown for the various EEO Job Categories.

Trend Charts

Provided in this report are charts representing minority and female utilization over designated periods of time. The charts for total Commonwealth utilization (pages 15 and 16) measure utilization goals and semi-annual data for minority and female employment, respectively, dating back to the December 1998 Semi-Annual Report on Female & Minority Employment. Trend charts are also included for the various cabinets, representing data from June 2007 (the last reporting period of the previous administration).³

Analytical Framework for Readers

The presentation of data found within this report focuses on providing readers with a general overview of the status of the Commonwealth of Kentucky and its various cabinets on the employment of minorities and women. The numbers themselves give little room for interpretation when comparing employment realities with projected utilization goals. Therefore, this report also provides the utilization average of all employers within the state (public and private) to place the Commonwealth's numbers within the context of statewide workforce availability. Though the causes for underutilization cannot be fully articulated through this data and the methodology used to compile this report, readers should use the statewide utilization average (for all employers, public and private) as a benchmark to analyze how the Commonwealth performs in relation to other employers.

Certain cabinets will have more difficulty reaching goals due to the limited qualifying availability within the labor pool of targeted populations for traditionally race or gender dominated positions. This does not excuse underutilization, but rather, provides the opportunity

³ Trend charts for two cabinets, Labor and Public Projection, provide information dating back to June 2008, the first reporting period after the creation of these cabinets.

for innovation in recruitment and retention of minority and female employees in order to improve these numbers in a good faith effort (even if reaching the projected goal is not feasible).

For the purpose of this report, areas highlighted to indicate the achievement of utilization goals comply strictly with the percentages established to quantify full utilization.

MINORITY & FEMALE EMPLOYMENT DATA

Commonwealth Utilization Summary

Between January 1 and June 30, 2012, the Commonwealth of Kentucky increased the number of employees by 278 positions, from 31,336 to 31,614. However, the total number of minority held positions during this period fell by 20 positions from 2,826 to 2,806. This decrease in the total number of minority held positions resulted in a 0.14% decrease in minority utilization from 9.02% to 8.88%, 1.12% shy of the minority utilization goal of 10%.

Conversely, during this reporting period, the number of female held positions increased by 241 positions from 15,310 to 15,551. Females represented 86.7% of the 278 newly filled positions in state government this period. This increase in female held positions resulted in a 0.20% increase in female utilization from 48.86% to 49.06%, 3.36% shy of the current 52.42% female utilization goal.

Additionally, during this reporting period, the Commonwealth exceeded the minority utilization goal in three EEO Job Categories (Paraprofessional, Office & Clerical, Service Maintenance) - an increase by one category (Office & Clerical) from the previous reporting period. The female utilization goal was met in four EEO Job Categories this reporting period (Professional, Paraprofessional, Office & Clerical and Other), also an increase of one job category (Other) from the previous reporting period.

Deficiencies in attaining the overall minority and female utilization goals can be found in several areas. Looking at minority employment by cabinet, the Energy & Environment, Tourism, and Transportation cabinets have a disproportionately low proportion of overall minority employees in comparison to their proportions of the overall Executive Branch workforce. The Energy & Environment Cabinet employs 5.26% of the overall Executive Branch workforce, but only 2.71% of the overall minority employment. The Tourism, Arts & Heritage Cabinet employs 4.49% of the overall minority employment in the Executive Branch, while composing 7.44% of the Executive Branch workforce. And though the Transportation Cabinet employs 15.13% of the Executive Branch workforce, minorities employed by this cabinet only comprise 10.73% of the overall minority employment.

The major deficiencies in female employment are found in the Justice and Transportation cabinets. Though the Transportation Cabinet workforce represents 15.13% of the overall Executive Branch employment, females employed by Transportation only comprise 5.84% of the overall Executive Branch female employment. Likewise, though the Justice & Public Safety Cabinet employs 25.55% of Executive Branch employees, its female employees only represent 18.97% of all female Executive Branch employees.

The percentage of overall Executive Branch minority and female employees employed with the Cabinet for Health and Family Services far exceeds the cabinet's proportion of the overall workforce. Though the Cabinet for Health & Family Services employs 23.93% of the Executive Branch workforce, it employs 37.56% and 39.13% of the overall minority and female Executive Branch employees, respectively.

(For a full list of employment percentages by cabinet see Page 19.)

In examining proportional representation by EEO Job Categories, there are a few EEO Job Categories where minority and female employees are either significantly underutilized or disproportionately concentrated.

Across the board, underrepresentation is most prevalent in EEO Job Categories 1 (Officials & Administrators), 4 (Protective Service Workers) and 7 (Skilled Workers). EEO Job Category 1 is comprised of 8.49% of the total Executive Branch workforce, though only 6.59% of the total number of minorities employed by the Executive Branch are from this particular category. Likewise, Category 4 comprises 10.59% of the total Executive Branch workforce, but only 8.34% of the minority workforce. And most severely, Category 7 is 8.15% of the total Executive Branch employment but only 4.24% in the case of minorities.

EEO Categories 5 (Paraprofessionals) and 8 (Service Maintenance) both have a higher concentration of the Executive Branch minority employment than the total workforce percentage. Category 5 consists of 7.52% of the total workforce but 11.37% of the minority employment. Category 8 comprises 5.74% of the total workforce but 8.48% of the minority employment.

For female employment, underrepresentation can be found in EEO Job Category 4 (Protective Service Workers) and 7 (Skilled Workers). Categories 4 and 7 comprise 10.59% and 8.15% of the Executive Branch workforce, respectively, but only 3.53% and 0.97% of the total female employment.

Higher concentrations of female employees are found in EEO Job Categories 2 (Professionals), 5 (Paraprofessionals) and 6 (Office & Clerical). Category 2 is 50.22% of the Executive Branch total, but 59.33% of the female total. Category 5 is 7.62% of the overall workforce but 11.59% of the female workforce. And 5.46% of Executive Branch employees belong to Category 6, but 8.66% of the Executive Branch female employees hold Category 6 positions.

(For a full list of employment percentages by EEO Job Category see Page 20.)

COMMONWEALTH UTILIZATION TABLE

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG ⁱ	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	2,647	185	6.99%	10.00%	79.7	6.1%	1,122	42.39%	52.42%	265.6	37.7%
EEO GRP 2: PROFESSIONAL	15,657	1,422	9.08%	10.00%	143.7	8.4%	9,202	58.77%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	1,600	113	7.06%	10.00%	47.0	8.2%	561	35.06%	52.42%	277.7	62.9%
EEO GRP 4: PROTECT SERV WRKR	3,302	234	7.09%	10.00%	96.2	10.6%	547	16.57%	52.42%	1183.9	19.8%
EEO GRP 5: PARA PROFESSIONAL	2,376	319	13.43%	10.00%	0.0	8.3%	1,797	75.63%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	1,703	176	10.33%	10.00%	0.0	9.3%	1,343	78.86%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2,540	119	4.69%	10.00%	135.0	5.8%	151	5.94%	52.42%	1,180.5	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1,788	238	13.31%	10.00%	0.0	14.7%	787	44.02%	52.42%	150.3	64.1%
EEO GRP 9: OTHER	1	0	0.0%	10.00%	0.1	--	1	100%	52.42%	0.0	--
JUNE 2012 TOTAL	31,614	2,806	8.88%	10.00%	355.4		15,551	49.06%	52.42%	1,021.1	
DECEMBER 2011 TOTAL	31,336	2,826	9.02%	10.00%	307.6		15,310	48.86%	52.42%	1,116.4	
CHANGES	278	-20	-0.14%		47.8		241	0.20%		-95.3	



Utilization Goals Met



June 2012 Totals



December 2011 Totals



Columns represent
utilization percentages for
all employers in the state



Columns represent
numbers from the
Commonwealth



Changes in numbers between
December 2011 and June
2012

OVERALL CABINET GOAL ATTAINMENT

- **Cabinets meeting both minority and female utilization goals:**

- Health & Family Services Cabinet
- Personnel Cabinet

- **Cabinets meeting minority utilization goals:**

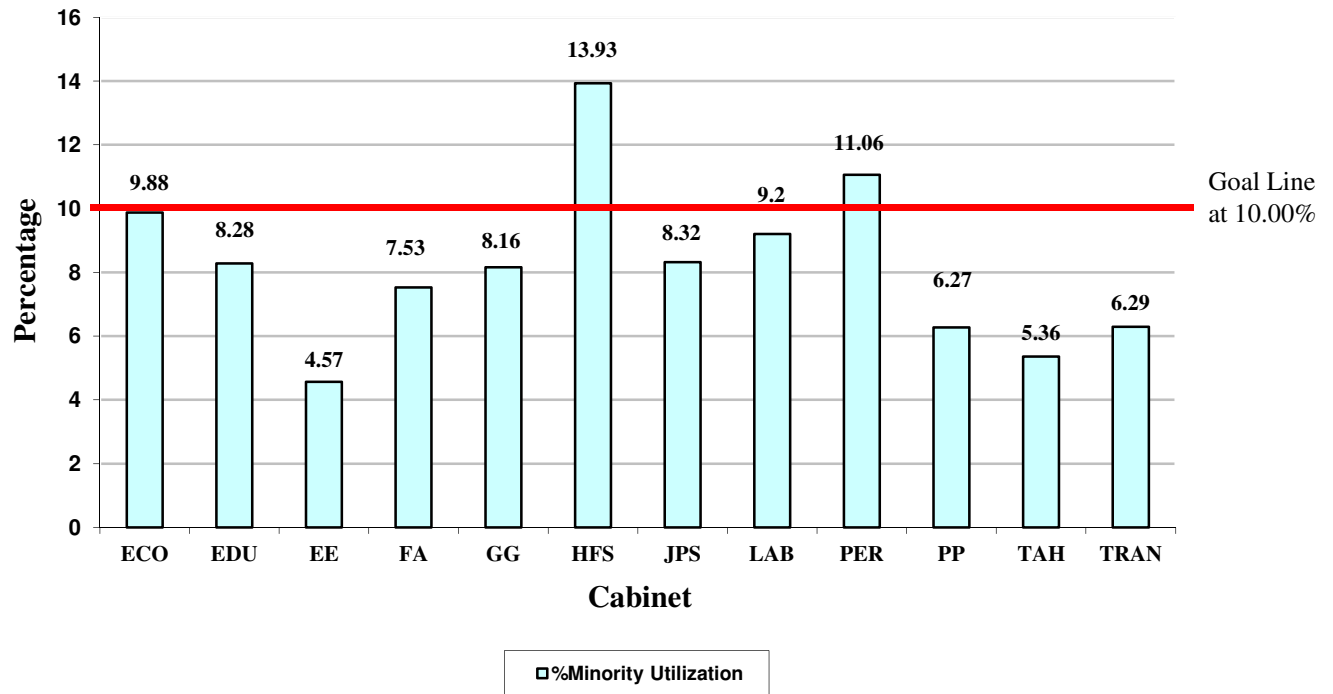
- Health & Family Services Cabinet (**13.93%**)
- Personnel Cabinet (**11.06%**)

(Both the Economic Development Cabinet and the Labor Cabinet came within one percentage point of attaining the minority employment goal for this reporting period with 9.88% and 9.20% respectively.)

- **Cabinets meeting female utilization goals:**

- Economic Development Cabinet (**60.49%**)
- Education Cabinet (**60.63%**)
- General Government (**68.70%**)
- Health & Family Services Cabinet (**80.22%**)
- Labor Cabinet (**57.24%**)
- Personnel Cabinet (**72.57%**)

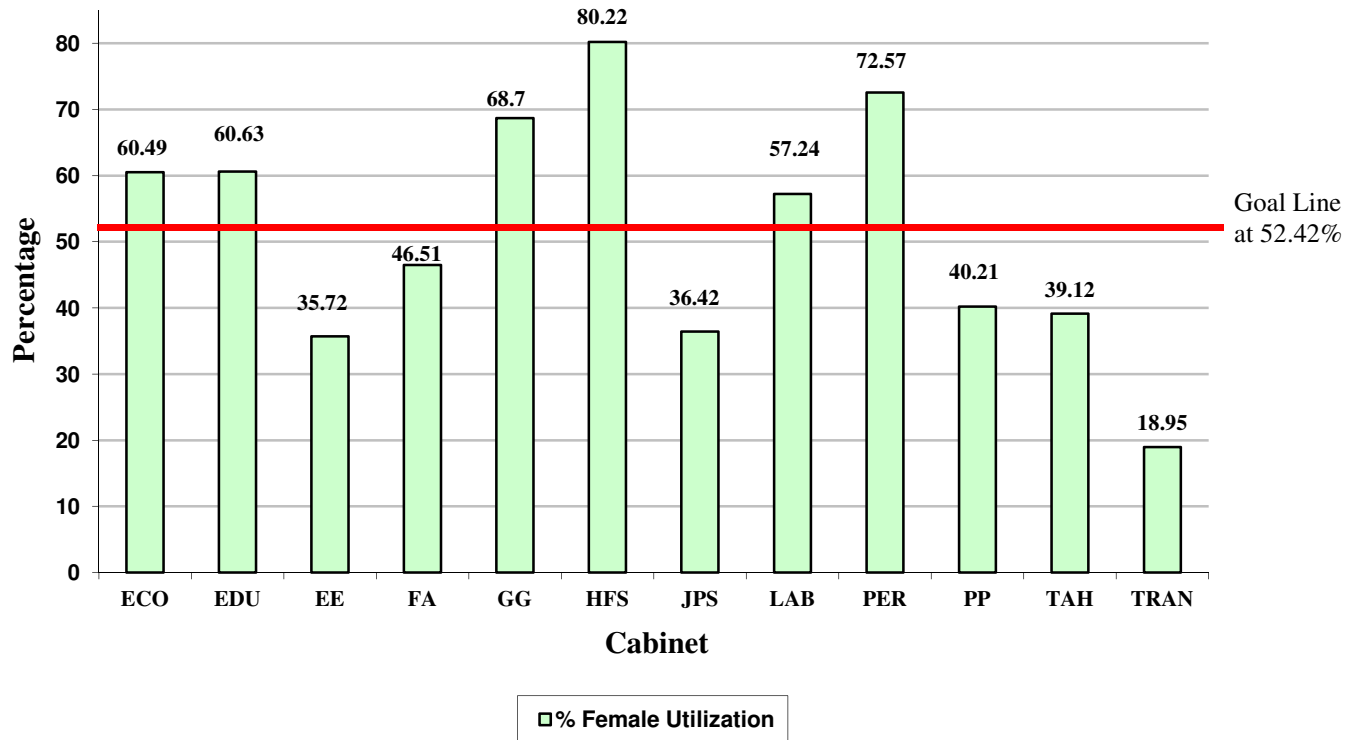
MINORITY UTILIZATION BY CABINET



CABINETS

ECO	- Economic Development
EDU	- Education & Workforce Development
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TAH	- Tourism, Arts & Heritage
TRAN	- Transportation

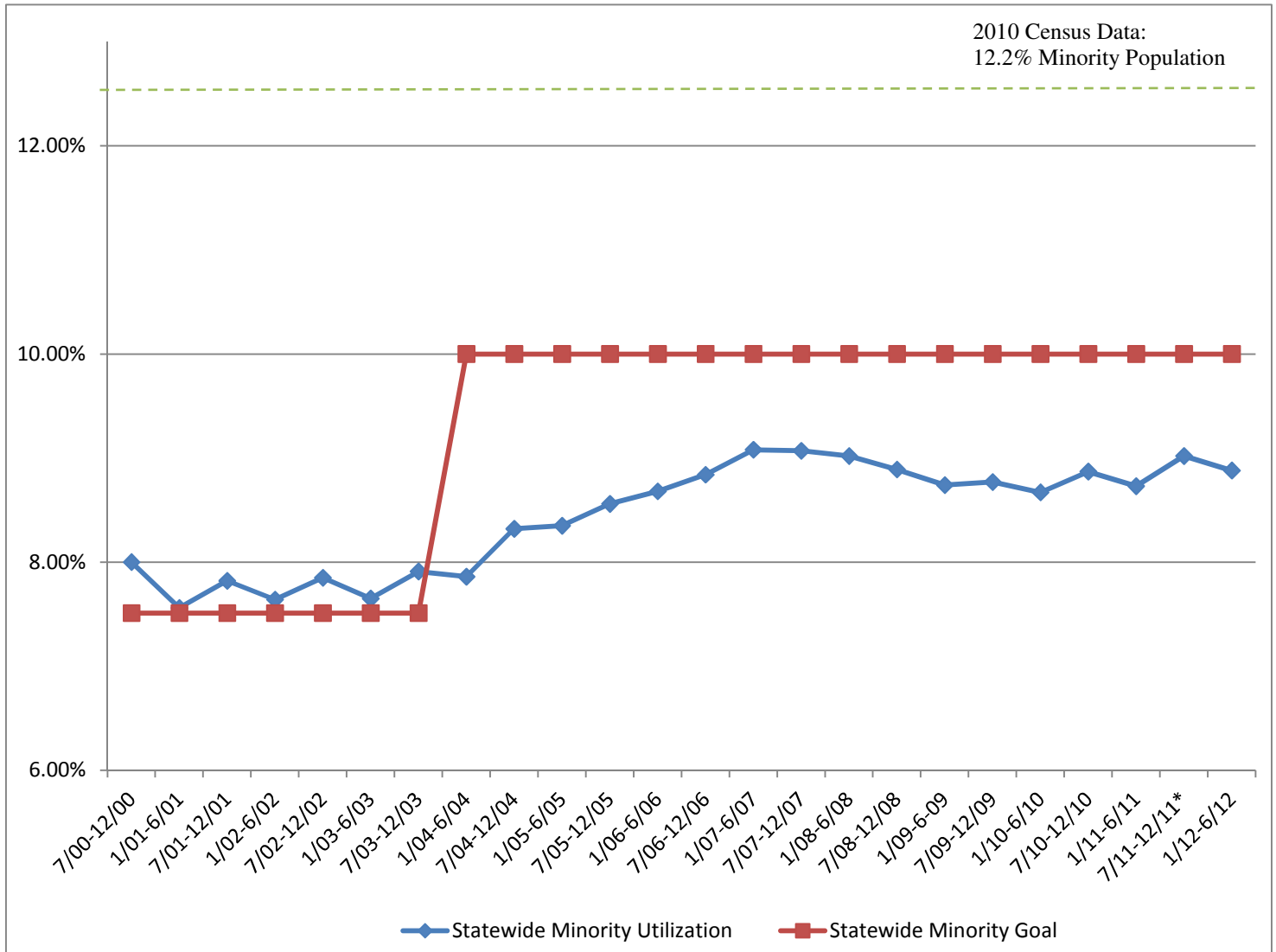
FEMALE UTILIZATION BY CABINET



CABINETS

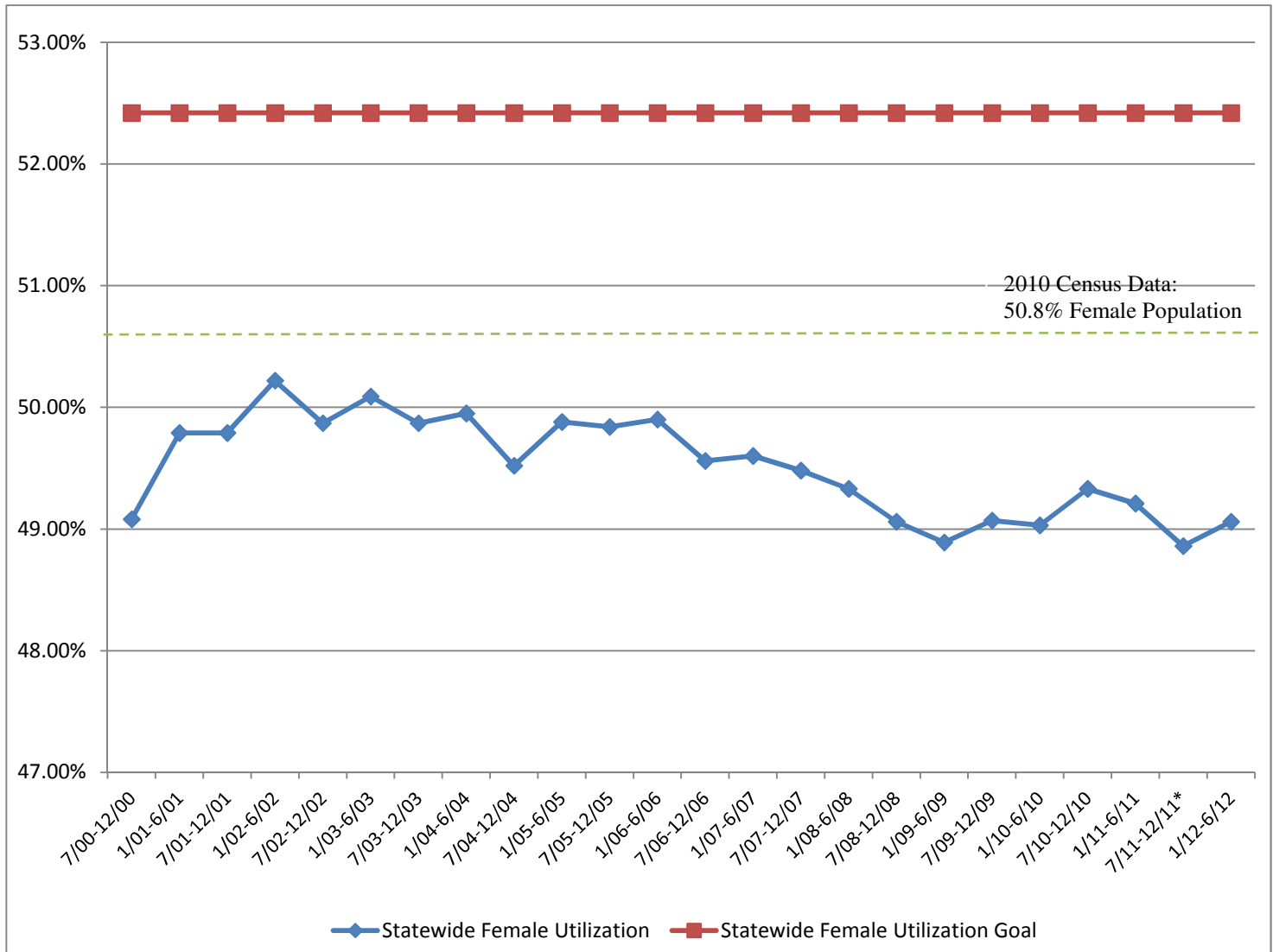
ECO	- Economic Development
EDU	- Education
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TAH	- Tourism, Arts & Heritage
TRAN	- Transportation

MINORITY UTILIZATION TREND FOR DECEMBER 2000 – JUNE 2012



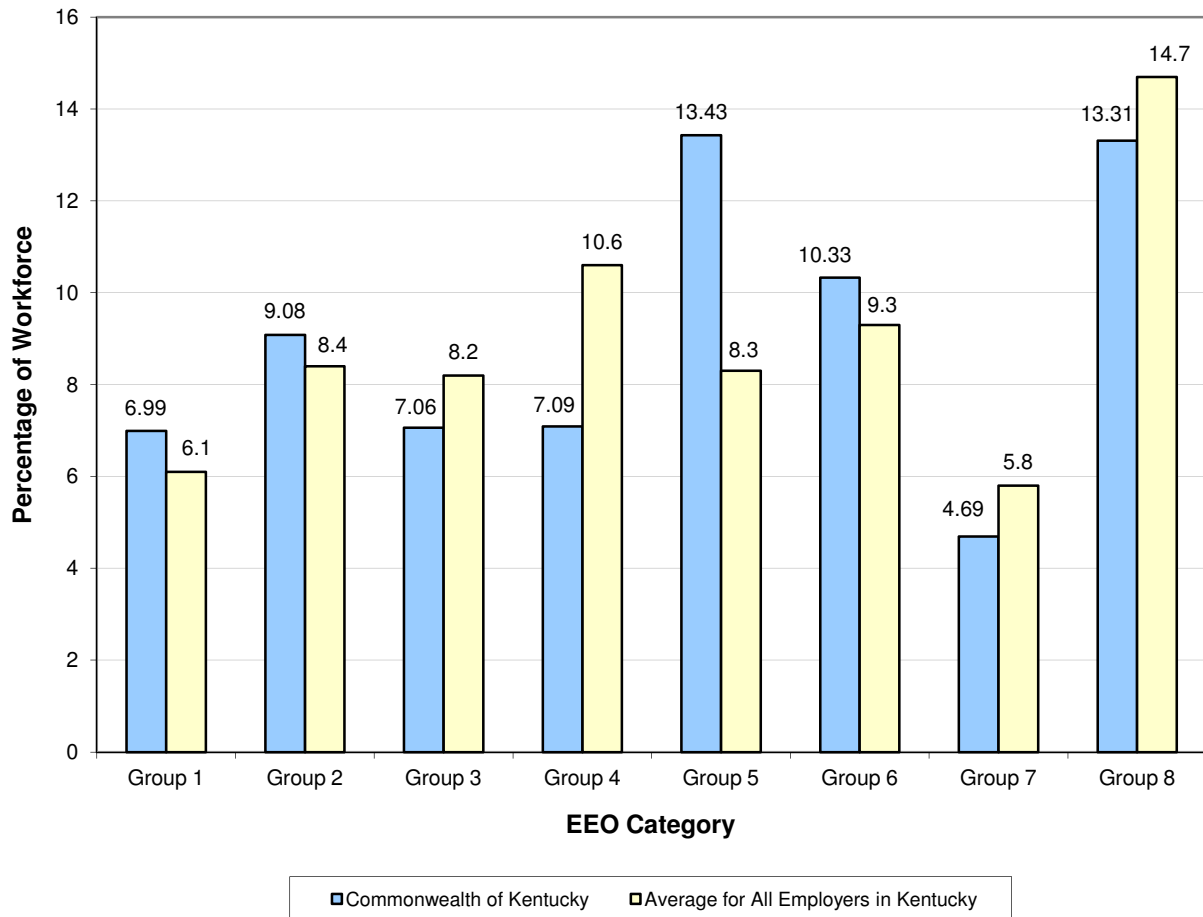
* From December 2011 forward, data will exclude employees from the Unified Prosecutorial System and the various offices of the Constitutional Officers (Secretary of State, Attorney General, Auditor of Public Accounts, State Treasurer and Commissioner of Agriculture).

FEMALE UTILIZATION TREND FOR DECMEBER 2000 – JUNE 2012



* From December 2011 forward, data will exclude employees from the Unified Prosecutorial System and the various offices of the Constitutional Officers (Secretary of State, Attorney General, Auditor of Public Accounts, State Treasurer and Commissioner of Agriculture).

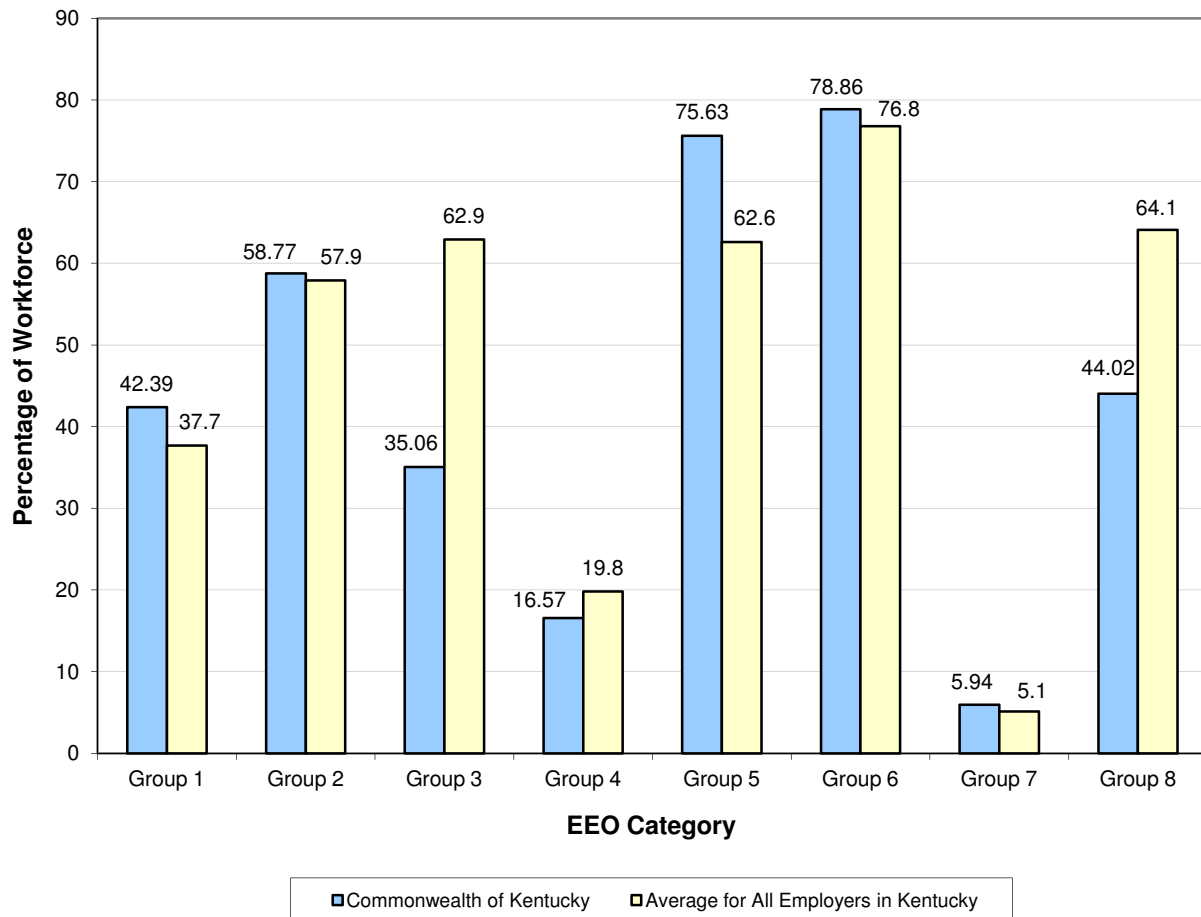
COMMONWEALTH MINORITY UTILIZATION COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁴



- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁴ The overall state minority utilization by EEO Category is found on the US Census Bureau's EEO Data Tool (2008). More up to date data is expected to be published this year.

COMMONWEALTH FEMALE UTILIZATION COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁵

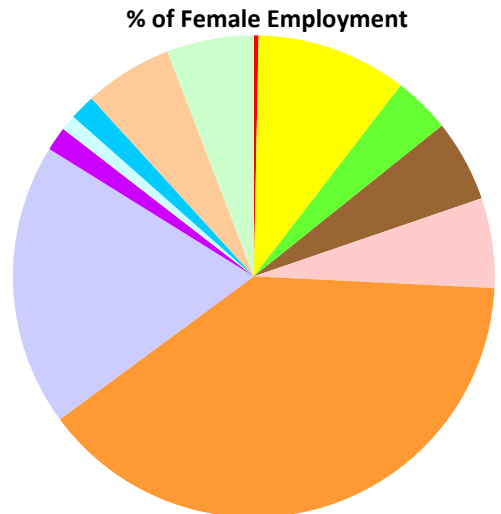
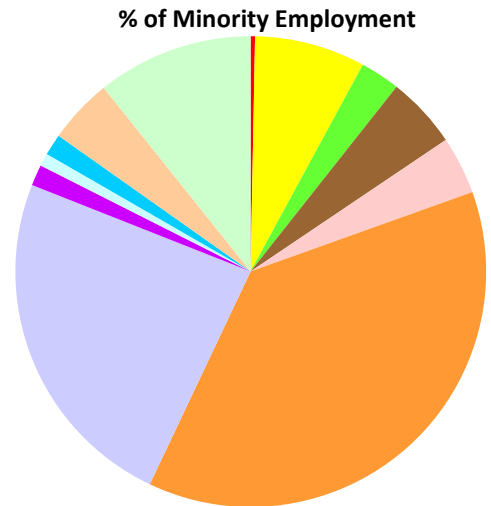
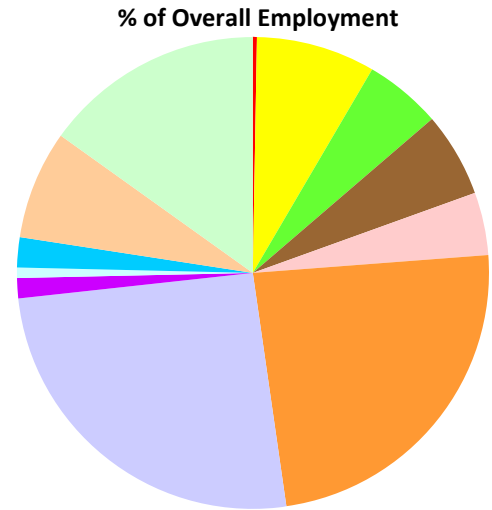


- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁵ The overall state female utilization by EEO Category is found on the US Census Bureau's EEO Data Tool (2008). More up to date data is expected to be published this year.

PERCENTAGE OF STATE EMPLOYMENT & UTILIZATION BY CABINET

Cabinet	% Overall Employment	% Minority Employment	% Female Employment
ECO	0.26%	0.29%	0.32%
EDU	8.18%	7.63%	10.11%
EE	5.26%	2.71%	3.83%
FA	5.79%	4.92%	5.49%
GG	4.31%	3.96%	6.03%
HFS	23.93%	37.56%	39.13%
JUS	25.55%	23.95%	18.97%
LAB	1.38%	1.43%	1.61%
PER	0.71%	0.89%	1.06%
PP	2.07%	1.46%	1.70%
TAH	7.44%	4.49%	5.93%
TRAN	15.13%	10.73%	5.84%

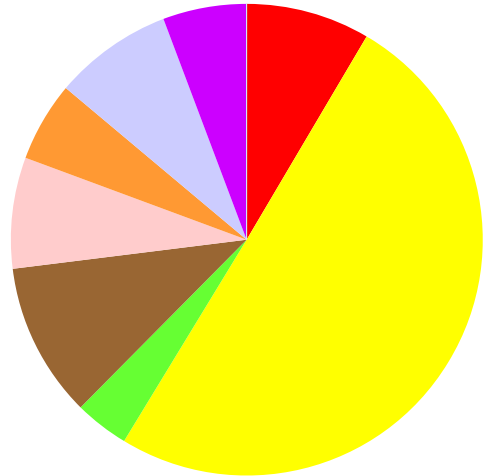


PERCENTAGE OF STATE EMPLOYMENT & UTILIZATION BY JOB CATEGORY

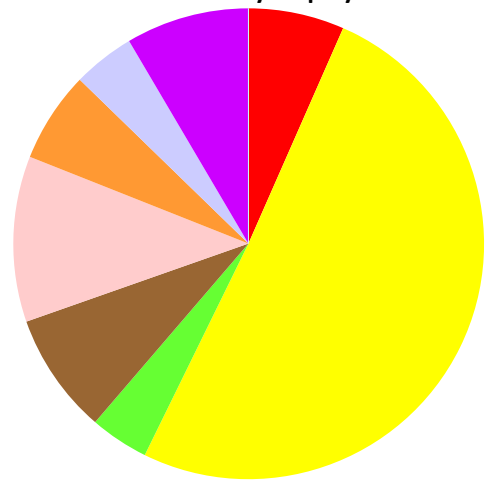
EEO Job Category	% Overall	% Minority	% Female
Group 1	8.49%	6.59%	7.23%
Group 2	50.22%	50.68%	59.33%
Group 3	3.72%	4.03%	3.62%
Group 4	10.59%	8.34%	3.53%
Group 5	7.62%	11.37%	11.59%
Group 6	5.46%	6.27%	8.66%
Group 7	8.15%	4.24%	0.97%
Group 8	5.74%	8.48%	5.07%
Group 9	0.01%	0.00%	0.01%

Group 1: Officials & Administrators
 Group 2: Professionals
 Group 3: Technicians
 Group 4: Protective Service Workers
 Group 5: Paraprofessionals
 Group 6: Office & Clerical
 Group 7: Skilled Workers
 Group 8: Service Maintenance
 Group 9: Other

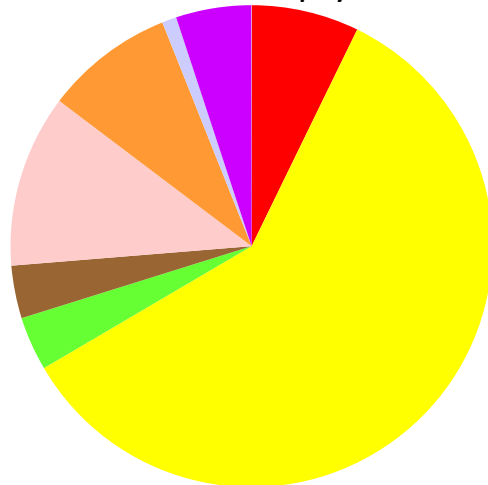
% of Overall Employment



% of Minority Employment



% of Female Employment



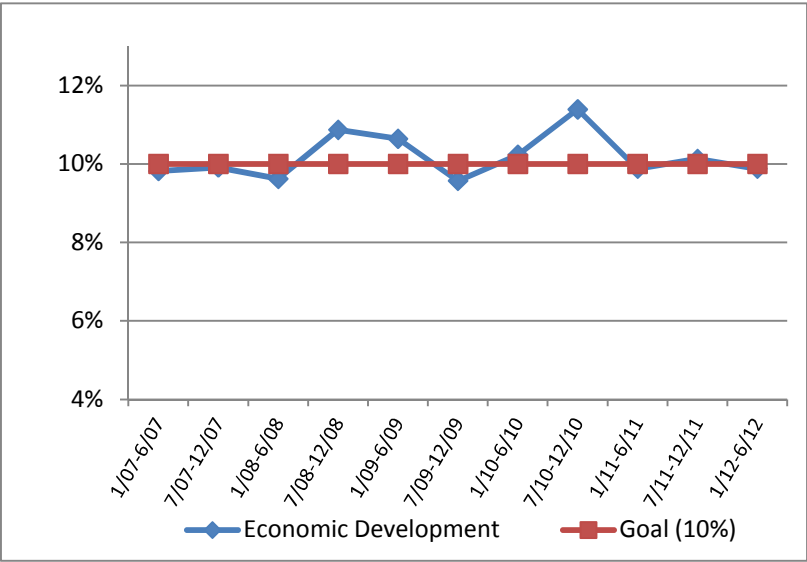
CABINET UTILIZATION TABLES

ECONOMIC DEVELOPMENT CABINET

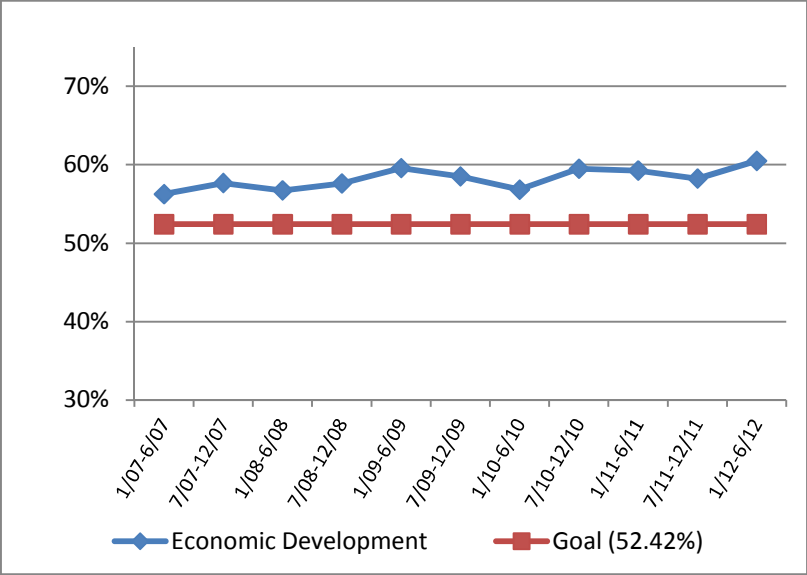
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	23	2	8.70%	10.00%	0.3	6.1%	7	30.43%	52.42%	5.1	37.7%
EEO GRP 2: PROFESSIONAL	49	5	10.20%	10.00%	0.0	8.4%	35	71.43%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	2	0	0.0%	10.00%	0.2	8.2%	1	50%	52.42%	0.05	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0.0%	10.00%	0.1	8.3%	1	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	4	0	0.0%	10.00%	0.4	9.3%	4	100%	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	1	0	0.0%	10.00%	0.1	5.8%	1	100	52.42%	0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1	1	100%	10.00%	0.0	14.7%	0	0.0%	52.42%	0.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	81	8	9.88%	10.00%	0.1		49	60.49%	52.42%	0.0	
DECEMBER 2011 TOTAL	79	8	10.13%	10.00%	0.0		45	58.23%	52.42%	0.0	
CHANGES	2	0	-0.25%		0.1		4	2.26%		0.0	

Economic Development Minority Utilization Trend



Economic Development Female Utilization Trend



The Economic Development Cabinet employs 0.26% of the total Executive Branch workforce. Likewise, the Economic Development Cabinet provides 0.29% and 0.32% of the overall minority and female employment, respectively.

Minority Utilization

Between January 1 and June 30, 2012, the total number of employees with the Economic Development Cabinet increased by two positions to 81 total employees. Of these 81 employees, eight are minorities. These eight employees comprise 9.88% of the Economic Development Cabinet's workforce, 0.12% shy of the minority utilization goal of 10%. Though no new minority held positions were added, no minority held positions were vacated during this reporting period, resulting in the slight fall of 0.25% in utilization from the last report.

The Economic Development Cabinet has reached utilization goals for minorities in two EEO Job Categories: Group 2 (Professionals) and Group 8 (Service Maintenance).

Female Utilization

Between January 1 and June 30, 2012, the Economic Development Cabinet increased its number of female employees by four. Of the 81 employees currently with the cabinet, 49 are female. This increase in female employment over the last six months (the increase of female held positions was double that of the overall increase) resulted in a rise of 2.26% in female utilization, from 58.23% to 60.49%. Currently, the Economic Development Cabinet's female employment far exceeds the targeted female utilization goal of 52.42%.

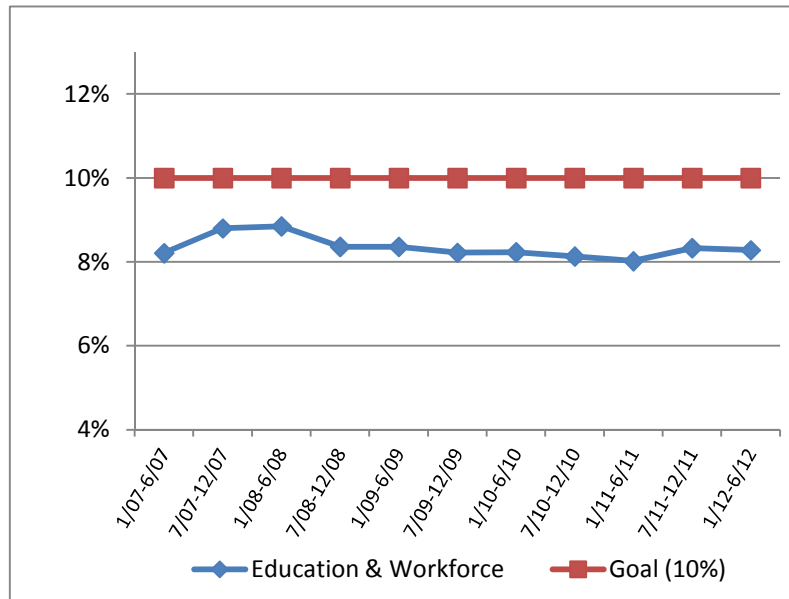
The Economic Development cabinet has reached utilization goals for females in five EEO Job Categories: Group 2 (Professionals), Group 3 (Technicians), Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 7 (Skilled Workers).

EDUCATION & WORKFORCE DEVELOPMENT CABINET

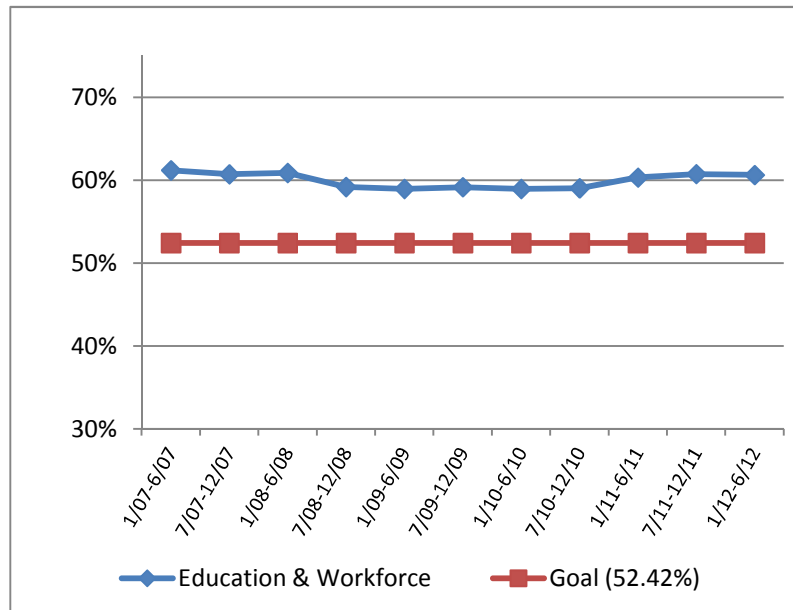
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	293	28	9.56%	10.00%	1.3	6.1%	170	58.02	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	1,894	145	7.66%	10.00%	44.4	8.4%	1,159	61.19%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	80	8	10.00%	10.00%	0.0	8.2%	50	62.50%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	8	0	0.0	10.00%	0.8	10.6%	1	12.5%	52.42%	3.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	71	10	14.08%	10.00%	0.0	8.3%	45	63.38%	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	118	9	7.63%	10.00%	2.8	9.3%	108	91.53%	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	14	1	7.14%	10.00%	0.4	5.8%	1	7.14%	52.42%	6.3	5.1%
EEO GRP 8: SERVICE MAINTENANCE	107	13	12.15%	10.00%	0.0	14.7%	33	30.84%	52.42%	23.1	64.1%
EEO GRP 9: OTHER	1	0	0.0%	10.00%	0.1	--	1	100%	52.42%	0.0	--
TOTAL	2,586	214	8.28%	10.00%	44.6		1,568	60.63%	52.42%	0.0	
DECEMBER 2011 TOTAL	2,580	215	8.33%	10.00%	43		1,567	60.74%	52.42%	0.0	
CHANGES	6	-1	-0.05%		1.6		1	-0.11%		0.0	

Education & Workforce Development Minority Utilization Trend



Education & Workforce Development Female Utilization Trend



The Education & Workforce Development Cabinet employs 8.18% of the total Executive Branch workforce. Likewise, the Education & Workforce Development Cabinet provides 7.63% and 10.11% of the overall minority and female employment, respectively.

Minority Utilization

Between January 1 and June 30, 2012, the Education & Workforce Development Cabinet saw an increase of six positions, resulting in a total workforce of 2,586. Of these 2,586 employees, 214 are minorities. These 214 employees, one less than the previous reporting period, comprise 8.28% of the Education & Workforce Development Cabinet's workforce. This figure is 1.72% below the minority utilization goal of 10%. Minorities represented none of the six net positions this reporting period, and as a result of this and the loss of one minority held positions, minority utilization has decreased by 0.05% since the last reporting period.

The Education & Workforce Development Cabinet has reached utilization in three EEO Job Categories: Group 3 (Technicians), Group 5 (Paraprofessional) and Group 8 (Service Maintenance). Since the last reporting period, the Education & Workforce Development Cabinet no longer meets minority employment goals for EEO Job Category Group 4 (Protective Service Workers).

Female Utilization

Between January 1 and June 30, 2012, female utilization in the Education & Workforce Development Cabinet rose slightly by one employee. Of the 2,586 employees currently with the cabinet, 1,568 are female. In the last six months, the percentage of females employed by the cabinet has decreased 0.11%, from 60.74% to 60.63%. Nevertheless, the cabinet continues to remain above the targeted female utilization goal of 52.42% by 8.21%.

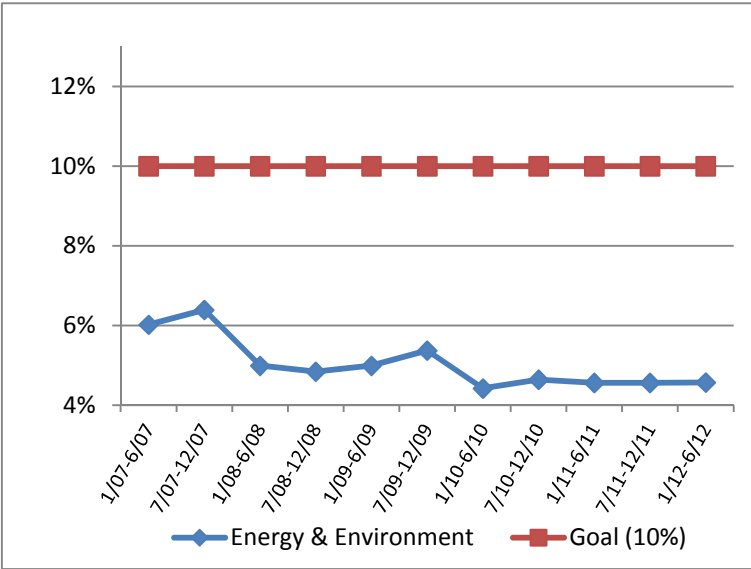
The Education & Workforce Development Cabinet reaches female utilization for five of its nine EEO Job Categories: Group 1 (Professionals), Group 2 (Professionals), Group 3 (Technicians), Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 9 (Other).

ENERGY & ENVIRONMENT CABINET

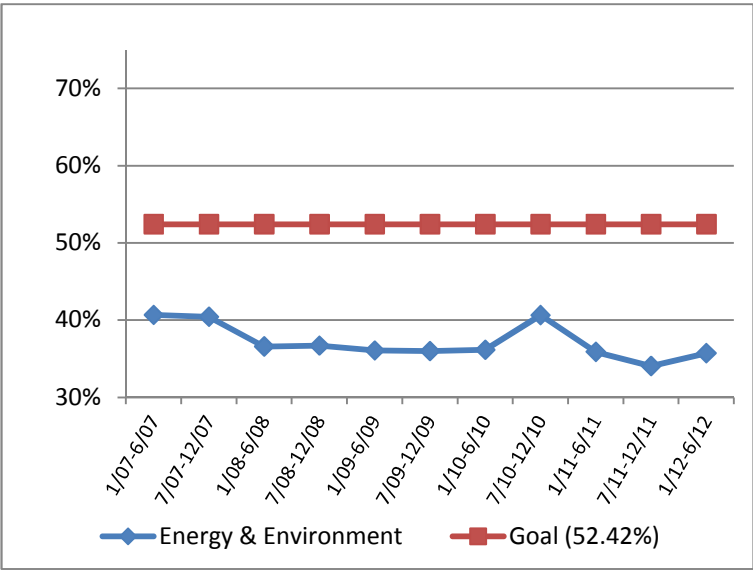
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	253	13	5.14%	10.00%	12.3	6.1%	81	32.02%	52.42%	51.6	37.7%
EEO GRP 2: PROFESSIONAL	1,217	60	4.93%	10.00%	61.7	8.4%	470	38.62	52.42%	168.0	57.9%
EEO GRP 3: TECHNICIANS	145	3	2.07%	10.00%	11.5	8.2%	15	10.34%	52.42%	61.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	6	0	0.0%	10.00%	0.6	8.3%	5	83.33%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	20	0	0.0%	10.00%	2.0	9.3%	18	90.00%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	16	0	0.0%	10.00%	1.6	5.8%	5	31.25%	52.42%	3.4	5.1%
EEO GRP 8: SERVICE MAINTENANCE	6	0	0.0%	10.00%	0.6	14.7%	0	0.0%	52.42%	3.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,663	76	4.57%	10.00%	90.3		594	35.72%	52.42%	277.8	
DECEMBER 2011 TOTAL	1,798	82	4.56%	10.00%	97.8		612	34.04%	52.42%	330.6	
CHANGES	-135	-6	0.01%		-7.5		-18	1.68%		-52.8	

Energy & Environment Minority Utilization Trend



Energy & Environment Female Utilization Trend



The Energy & Environment Cabinet employs 5.26% of the total Executive Branch workforce. However, the Energy & Environment Cabinet provides 2.71% and 3.83% of the overall minority and female employment, respectively.

Minority Utilization

Between January 1 and June 30, 2012, the Energy & Environment Cabinet saw a net decrease of 135 positions, resulting in a total workforce of 1,663. Of these 1,663 employees, 76 are minorities. These 76 employees comprise 4.57% of the Energy & Environment Cabinet's workforce, 5.43% below the minority utilization goal of 10%. Though there are six fewer minority held positions than in the previous reporting period, the minority utilization fell only 0.01%. Minority held positions only accounted for 4.44% of the overall decrease. Energy & Environment has trended no growth, but no substantial loss of minority employees, for the past five reporting periods.

The Energy & Environment Cabinet has not met any utilization goals for any of the EEO Job Categories. Not only is each category underutilized, Group 5 (Paraprofessional), Group 6 (Office & Clerical), Group 7 (Skilled Workers) and Group 8 (Service Maintenance) have no minority employees.

Female Utilization

Of the 1,663 employees currently within the Energy & Environment Cabinet, only 594 (35.72%) are female. This is 1.68% higher than the previous reporting period but 16.7% below the Commonwealth's goal for female utilization. Though the number of females employed with the Energy & Environment Cabinet fell by eighteen this reporting period, female held positions only comprised 13.33% of the total positions vacated. This under representation of females in vacated resulted in the slight increase in overall cabinet female utilization.

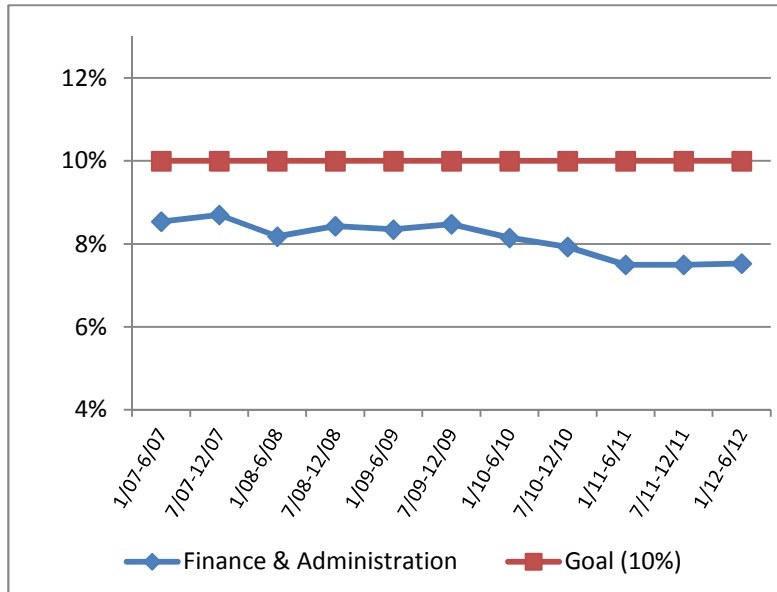
The Energy & Environment Cabinet has continued to meet utilization goals in two EEO Job Categories: Group 5 (Paraprofessional) and Group 6 (Office & Clerical), where their utilization has reached 83.33% and 90.00% respectively.

FINANCE & ADMINISTRATION CABINET

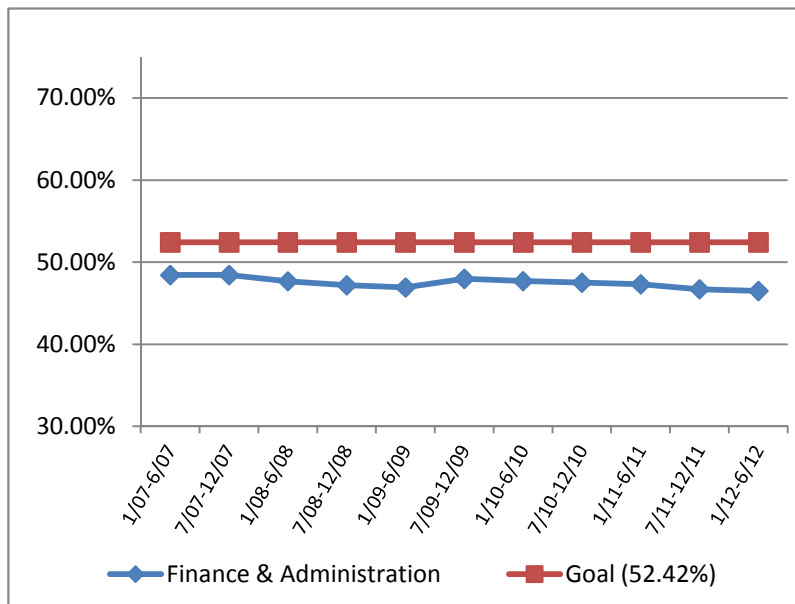
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	305	23	7.54%	10.00%	7.5	6.1%	121	39.67%	52.42%	38.9	37.7%
EEO GRP 2: PROFESSIONAL	1,036	71	6.85%	10.00%	32.6	8.4%	560	54.05%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	216	18	8.33%	10.00%	3.6	8.2%	76	35.19%	52.42%	37.2	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	-	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	43	5	11.63%	10.00%	0.0	8.3%	27	62.79%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	81	10	12.35%	10.00%	0.0	9.3%	49	60.49%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	107	2	1.87%	10.00%	8.7	5.8%	5	4.67%	52.42%	51.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	44	9	20.45%	10.00%	0.0	14.7%	14	31.82%	52.42%	9.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,832	138	7.53%	10.00%	45.2		852	46.51%	52.42%	108.4	
DECEMBER 2011 TOTAL	1,841	138	7.5%	10.00%	46.1		860	46.71%	52.42%	105.1	
CHANGES	-9	0	0.03%		-0.9%		-8	-0.20%		3.3	

Finance & Administration Minority Utilization Trend



Finance & Administration Female Utilization Trend



The Finance & Administration Cabinet employs 5.79% of the total Executive Branch workforce. Likewise, the Finance & Administration Cabinet provides 4.92% and 5.49% of the overall minority and female employment, respectively.

Minority Utilization

Between January 1 and June 30, 2012, the Finance & Administration Cabinet saw a net decrease of nine employees, resulting in a total workforce of 1,832. Of these 1,832 employees, 138 are minorities. These 138 employees comprise 7.53% of the Finance & Administration Cabinet's workforce, 2.47% below the minority utilization goal of 10%. Though the lack of any net loss of minority held positions this reporting period resulted in a 0.03% increase in minority utilization, the Finance & Administration Cabinet has trended towards a larger gap between the utilization goals and minority employment percentages since December, 2007 (when minority utilization stood at 8.70%).

During this reporting period the Finance & Administration Cabinet reached utilization goals for three EEO Job Categories: Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 8 (Service Maintenance). This is up one category, Group 5 (Paraprofessionals), from the previous reporting period.

Female Utilization

Of the 1,832 employees currently within the cabinet, 852 are female. These 852 females comprise 46.51% of the cabinet's workforce, a decrease of 0.20% from the previous reporting period. Between January and June 2012, 88.89% of positions vacated were held by females, an over-representation that has resulted in the decline of female utilization this reporting period.

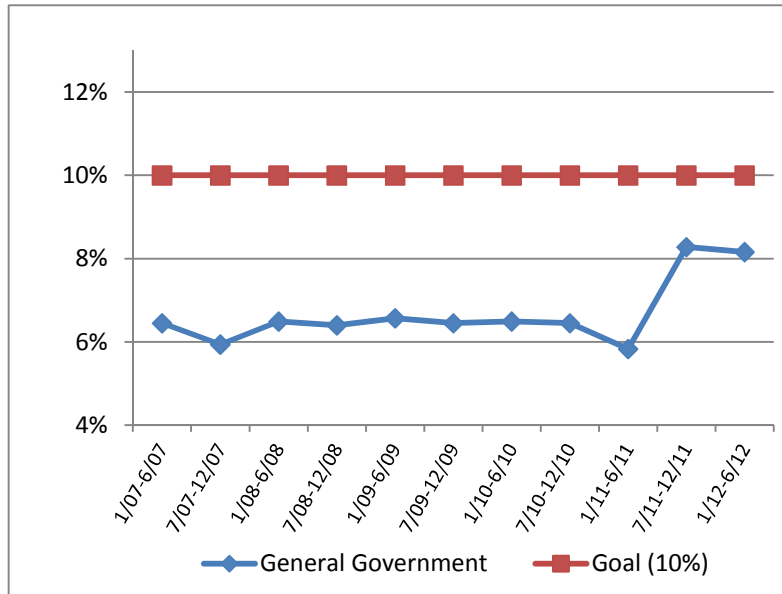
The Finance & Administration Cabinet continued to meet utilization goals in three EEO Job Categories: Group 2 (Professionals), Group 5 (Paraprofessionals) and Group 6 (Office & Clerical).

GENERAL GOVERNMENT

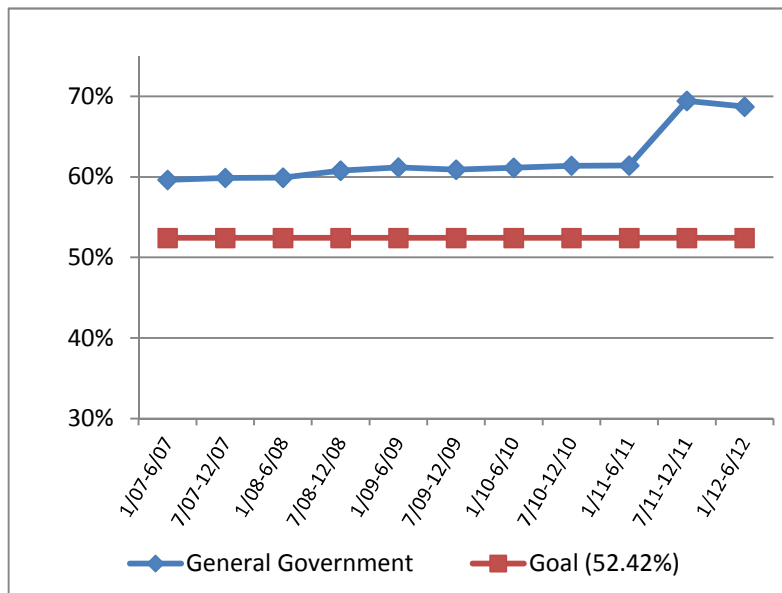
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	171	11	6.43%	10.00%	6.1	6.1%	72	42.11%	52.42%	17.6	37.7%
EEO GRP 2: PROFESSIONAL	496	40	8.06%	10.00%	9.6	8.4%	353	71.17%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	106	5	4.72%	10.00%	5.6	8.2%	86	81.13%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	40	6	15.00%	10.00%	0.0	10.6%	5	12.50%	52.42%	16.0	19.8%
EEO GRP 5: PARA PROFESSIONAL	275	30	10.91%	10.00%	0.0	8.3%	251	91.27%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	46	4	8.70%	10.00%	0.6	9.3%	39	84.78%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	44	5	11.36%	10.00%	0.0	5.8%	10	22.73%	52.42%	13.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	183	10	5.46%	10.00%	8.3	14.7%	119	65.03%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,361	111	8.16%	10.00%	25.1		935	68.70%	52.42%	0.0	
DECEMBER 2011 TOTAL	1,364	113	8.28%	10.00%	23.4		947	69.43%	52.42%	0.0	
CHANGES	-3	-2	-0.12%		1.7		-12	-0.73%		0.0	

General Government Minority Utilization Trend⁶



General Government Female Utilization Trend⁷



⁶ Beginning the previous reporting period (12/2011), employees with the United Prosecutorial Service, the Attorney General, the Secretary of State, the State Treasurer, the Commissioner of Agriculture and the State Auditor were not included in the count for General Government. (Please see page 6 for an explanation of this change in the reporting format.)

⁷ *Ibid....*

The General Government employs 4.31% of the total Executive Branch workforce. In respect to minority and female employment, the General Government accounts for 3.96% and 6.03% of the overall minority and female workforce, respectively.

Minority Utilization

Between January 1 and June 30, 2012, three positions were eliminated or vacated within the General Government, resulting in a total workforce of 1,361. Of these 1,361 employees, 111 are minorities. These 111 employees comprise 8.16% of the General Government's workforce, a slight decrease of 0.12% from the previous reporting period and 1.84% below the minority utilization goal of 10%. Of the three positions eliminated or vacated, two (66.67%) were held minority held positions. This disproportionate loss of minority employees resulted in the slight increase in minority utilization for the General Government.

The General Government currently reaches utilization goals in three EEO Job Categories: Group 4 (Protective Service Workers), Group 5 (Paraprofessionals) and Group 7 (Skilled Workers). This is an increase of one category (Group 4) since the previous reporting period.

Female Utilization

Of the 1,361 employees currently with the General Government, 935 are female. Since the last reporting period, the percentage of females by the General Government decreased 0.73% from 69.43% to 68.78%, but remains well above (16.28%) the targeted utilization goal for female employment.

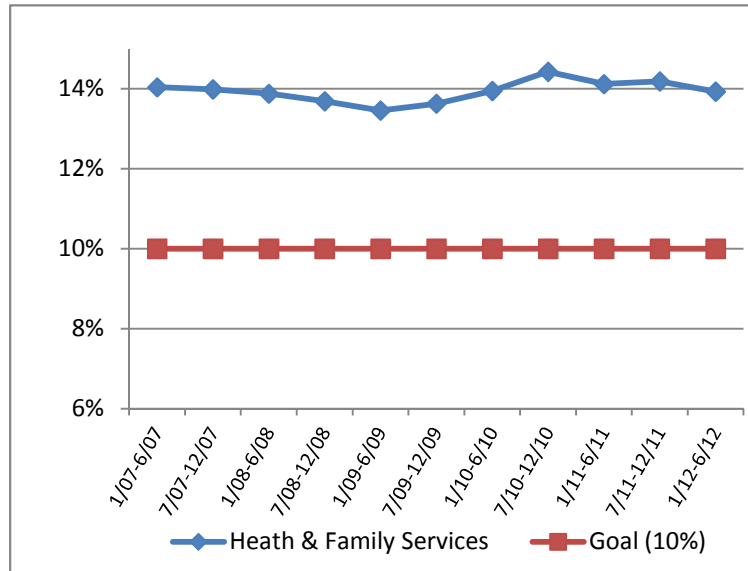
The General Government continues to reach female utilization goals in five EEO Job Categories: Group 2 (Professionals), Group 3 (Technicians), Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 8 (Service Maintenance).

HEALTH & FAMILY SERVICES CABINET

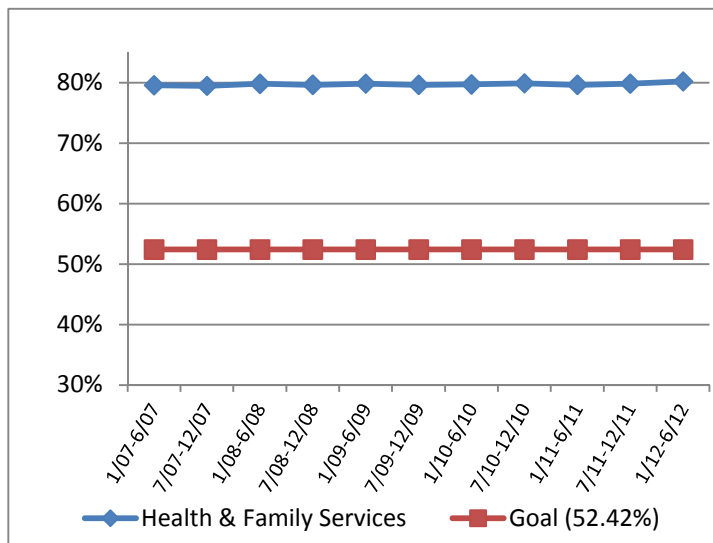
January - June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	446	39	8.74%	10.00%	5.6	6.1%	290	65.02%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	4,453	523	11.74%	10.00%	0.0	8.4%	3,599	80.82%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	160	23	14.38%	10.00%	0.0	8.2%	93	58.13%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	70	13	18.57%	10.00%	0.0	10.6%	29	41.43%	52.42%	7.7	19.8%
EEO GRP 5: PARA PROFESSIONAL	1,568	247	15.75%	10.00%	0.0	8.3%	1,336	85.20%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	569	77	13.53%	10.00 %	0.0	9.3%	546	95.96%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	57	7	12.28%	10.00%	0.0	5.8%	10	17.54%	52.42%	19.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	242	125	51.65%	10.00%	0.0	14.7%	166	68.60	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	7,565	1,054	13.93%	10.00%	0.0		6,069	80.22%	52.42%	0.0	
DECEMBER 2011 TOTAL	7,584	1,076	14.19%	10.00%	0.0		6,055	79.84%	52.42%	0.0	
CHANGES	-19	-22	-0.26%		0.0		14	0.38%		0	

Health & Family Services Minority Utilization Trend



Health & Family Services Female Utilization Trend



The Cabinet for Health & Family Services employs 23.93% of the total Executive Branch workforce. Nevertheless, Health & Family Services provides proportionally a greater number of the Executive Branch's minority and female employees, at 37.56% and 39.13%, respectively.

The Cabinet for Health & Family Services is one of the two cabinets within the Executive Branch that has met both the minority and female utilization goals.

Minority Utilization

Between January 1 and June 30, 2012, nineteen positions were eliminated or vacated within the Cabinet for Health & Family Services, resulting in a total workforce of 7,565. Of these 7,565 employees, 1,054 are minorities. Though this period saw a decrease of 22 minority held positions, Health & Family Services continues to exceed the minority utilization goal. The cabinet's minority utilization is 13.93%, 3.93% greater than the 10% goal.

Female Utilization

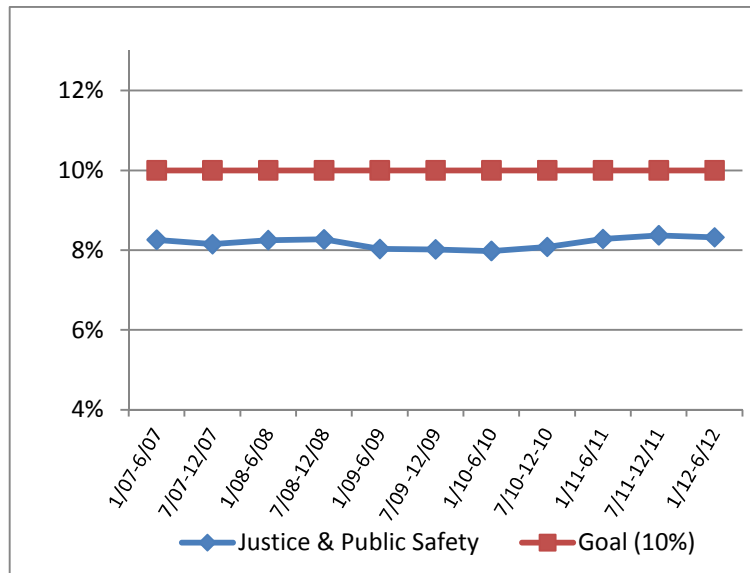
The Cabinet for Health & Family Services continues to exceed female utilization goals as well. Of the 7,565 employees within the cabinet, 6,069 are female. The cabinet's female utilization is currently 80.22%, 27.8% above the Commonwealth's goal of 52.45%.

JUSTICE & PUBLIC SAFETY CABINET

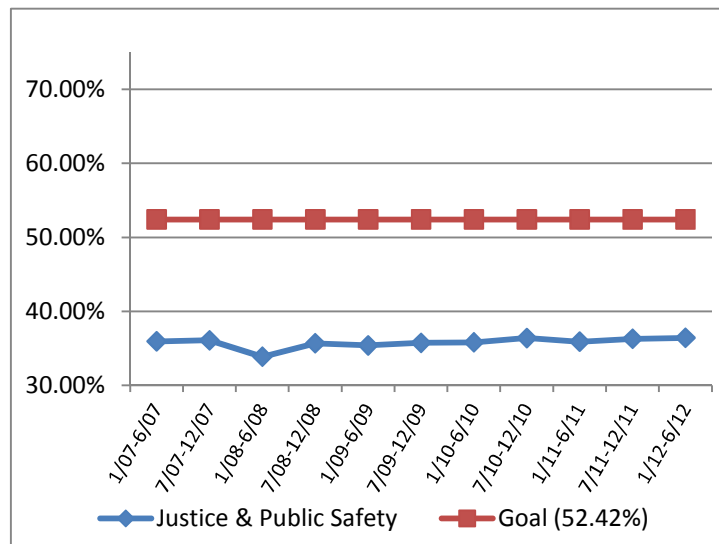
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	400	38	9.50%	10.00%	2.0	6.1%	158	39.50%	52.42%	51.7	37.7%
EEO GRP 2: PROFESSIONAL	3,553	364	10.24%	10.00%	0.0	8.4%	1,675	47.14%	52.42%	187.5	57.9%
EEO GRP 3: TECHNICIANS	201	10	4.98%	10.00%	10.1	8.2%	101	50.25%	52.42%	4.4	62.9%
EEO GRP 4: PROTECT SERV WRKR	2,970	209	7.04%	10.00%	88.0	10.6%	504	16.97%	52.42%	1,052.9	19.8%
EEO GRP 5: PARA PROFESSIONAL	119	17	14.29%	10.00%	0.0	8.3%	59	49.58%	52.42%	3.4	62.6%
EEO GRP 6: OFFICE & CLERICAL	557	28	5.03%	10.00%	27.7	9.3%	388	69.66%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	215	4	1.86%	10.00%	17.5	5.8%	40	18.60%	52.42%	72.7	5.1%
EEO GRP 8: SERVICE MAINTENANCE	62	2	3.23%	10.00%	4.2	14.7%	17	27.42%	52.42%	15.5	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	8,077	672	8.32%	10.00%	135.7		2,942	36.42%	52.42%	1,292	
DECEMBER 2011 TOTAL	8,026	672	8.37%	10.00%	130.6		2,913	36.29%	52.42%	1,294.3	
CHANGES`	51	0	-0.05%		5.2		29	0.13%		-2.3	

Justice & Public Safety Minority Utilization Trend



Justice & Public Safety Female Utilization Trend



The Justice & Public Safety Cabinet employs 25.55% of the total Executive Branch workforce, and 23.95% and 18.97% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between January 1 and June 30, 2012, the Justice & Public Safety Cabinet saw a net increase of 51 positions, resulting in a total workforce of 8,077 employees. Of these 8,077 employees, 672 are minorities. These 672 employees comprise 8.32% of the Justice & Public Safety Cabinet's workforce, 1.68% below the minority utilization goal of 10%. In December 2011, the cabinet had a minority utilization of 8.37%, only 0.05% greater than the current figure. This decrease can be attributed to the under-representation of minorities in the new positions. Of the 51 gained positions, none are held by minority employees.

The Justice & Public Safety Cabinet met utilization goals in two EEO Job Categories: Group 2 (Professionals) and Group 5 (Paraprofessionals). This is one more than the last reporting period, which did not include EEO Group 2 (Professionals).

Female Utilization

Unlike minority utilization, female utilization rose slightly this reporting period by 0.13% to 36.42%. This can be attributed to the percentage of females included in the 51 new positions. Of the 51 new hires 29 (56.86%) were held by females. Though female utilization rose this period, the cabinet is still 16% below the Commonwealth's goal for female utilization. The current figure is the highest since the beginning of this administration.

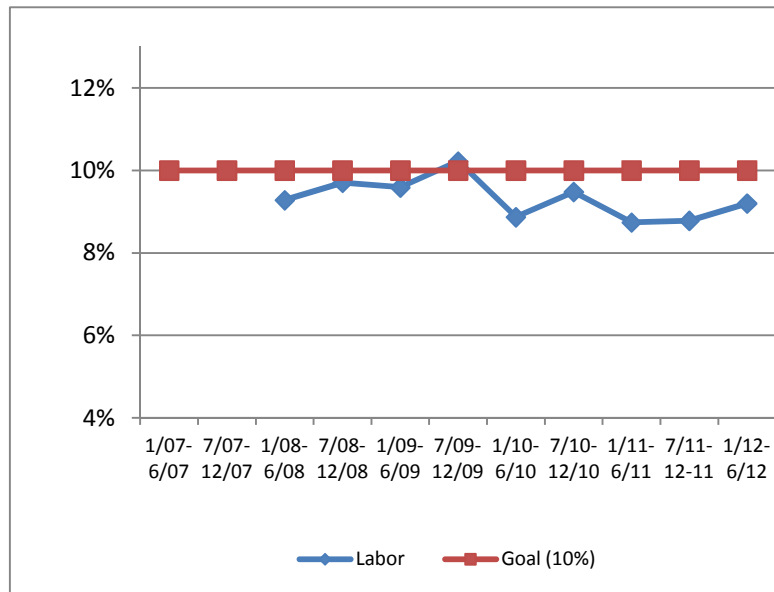
The Justice & Public Safety Cabinet met female utilization goals in on EEO Job Category: Group 6 (Office & Clerical).

LABOR CABINET

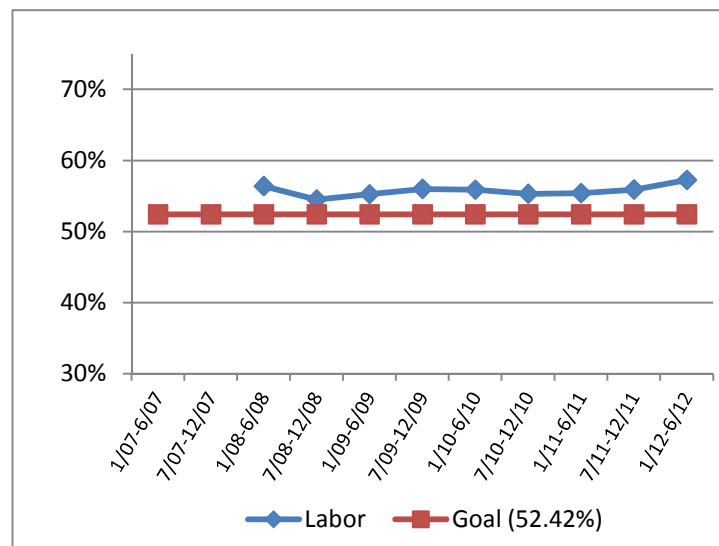
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	60	2	3.33%	10.00%	4.0	6.1%	34	56.67%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	275	29	10.55%	10.00%	0.0	8.4%	149	54.18%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	38	7	18.42%	10.00%	0.0	8.2%	18	47.37%	52.42%	1.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	12	0	0%	10.00%	1.2	10.6%	1	8.33%	52.42%	5.3	19.8%
EEO GRP 5: PARA PROFESSIONAL	18	0	0%	10.00%	1.8	8.3%	17	94.44%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	27	2	7.41%	10.00%	0.7	9.3%	27	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2	0	0%	10.00%	0.2	5.8%	1	50%	52.42%	0.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	3	0	0%	10.00%	0.3	14.7%	2	66.67%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	-	--	--	--	--	--	--	--	--	--	--
TOTAL	435	40	9.20%	10.00%	3.5		249	57.24%	52.42%	0.0	
DECEMBER 2011 TOTAL	433	38	8.78%	10.00%	5.3		242	55.89%	52.42%	0.0	
CHANGES	2	2	0.42%		-1.8		7	1.35%		0.0	

Labor Minority Utilization Trend⁸



Labor Female Utilization Trend⁹



⁸ The Labor Cabinet was created in early 2008 and therefore no trend information exists before the 06/2008 reporting period.

⁹ *Ibid...*

The Labor Cabinet employs 1.38% of the total Executive Branch workforce, and 1.43% and 1.61% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between January 1 and June 30, 2012, the Labor Cabinet saw a net increase of two positions, resulting in a total workforce of 435 employees. Of these 435 employees, 40 are minorities. These 40 employees comprise 9.20% of the Labor Cabinet's workforce, 0.80% below the minority utilization goal of 10% but 0.42% above the last reporting period.

The Labor Cabinet has exceeded the minority utilization goal in two EEO Job Categories: Group 2 (Professionals) and Group 3 (Technicians).

Female Utilization

Of the 435 employees with the Labor Cabinet, 249 employees are females. These 249 employees represent 57.24% of the cabinet's total workforce. The Labor Cabinet's female utilization is 4.82% above the Commonwealth's goal of 52.42%.

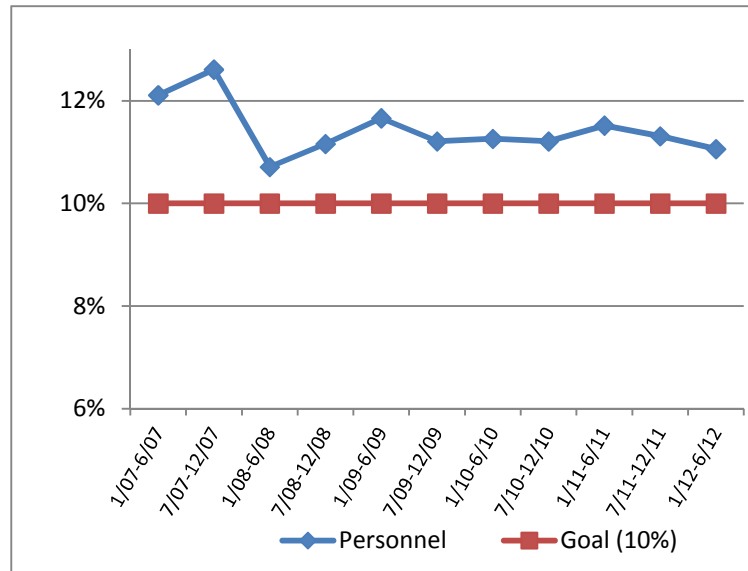
The Labor Cabinet continues to meet female utilization goals in five of its eight EEO Job Categories: Group 1 (Officials & Administrators), Group 2 (Professionals), Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 7 (Skilled Workers).

PERSONNEL CABINET

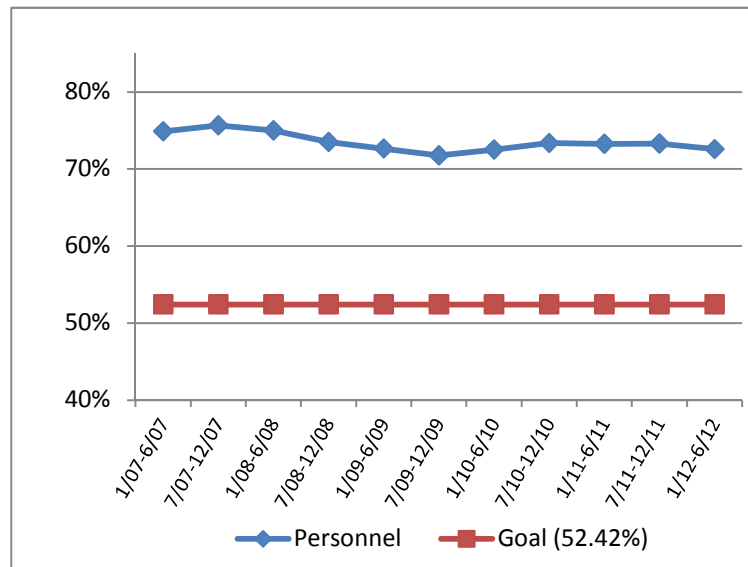
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	44	4	9.09%	10.00%	0.4	6.1%	22	50.00%	52.42%	1.1	37.7%
EEO GRP 2: PROFESSIONAL	164	19	11.59%	10.00%	0.0	8.4%	133	81.10%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	14	2	14.29%	10.00%	0.0	8.2%	6	42.86	52.42%	1.3	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	4	0	0%	10.00%	0.4	9.3%	3	75.00%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	226	25	11.06%	10.00%	0.0		164	72.57%	52.42%	0.0	
DECEMBER 2011 TOTAL	221	25	11.31%	10.00%	0.0		162	73.3%	52.42%	0.0	
CHANGES	5	0	-0.29%		0.0		2	-0.73%		0.0	

Personnel Minority Utilization Trend



Personnel Female Utilization Trend



The Personnel Cabinet employs 0.71% of the total Executive Branch workforce, and 0.89% and 1.06% of the Executive Branch minority and female workforce populations, respectively.

The Personnel Cabinet is one of the two cabinets within the Executive Branch that meets both the minority and female utilization goals.

Minority Utilization

Between January 1 and June 30, 2012, the Personnel Cabinet saw an increase of five employees in their total number of positions, from 221 to 226 employees. Of these 226 employees, 25 are minorities. These 25 minority employees comprise 11.06% of the Personnel Cabinet's workforce, exceeding the minority utilization goal of 10% by 1.06%.

The Personnel Cabinet continued to meet minority utilization goals for two EEO Job Categories: Group 2 (Professionals) and Group 6 (Office & Clerical).

Female Utilization

Between January 1 and June 30, 2012, the number of females employed with the Personnel Cabinet increased by two to 164. These two new female held positions only comprised 40% of the overall new positions, resulting in a slight decrease in female utilization, from 73.3% to 72.57%. Nevertheless, the Personnel Cabinet far exceeds the female utilization goal of 52.42% by 20.15%.

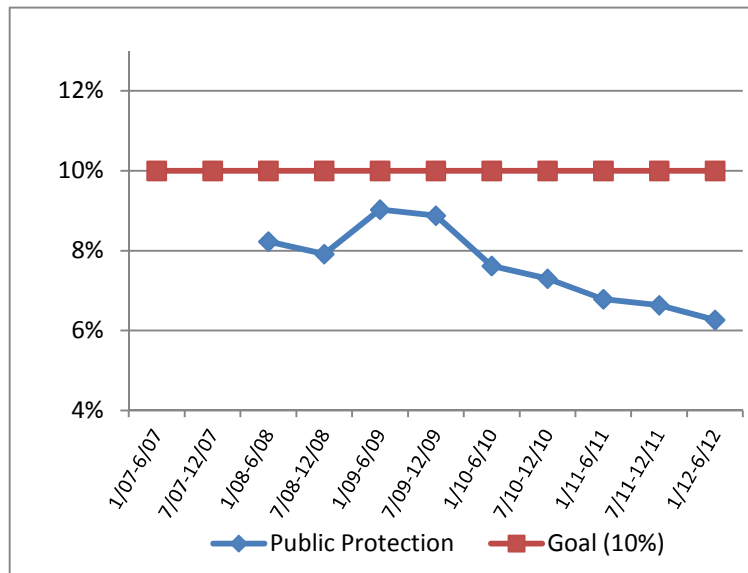
The Personnel Cabinet meets the female utilization goal for two of the four EEO Job Categories found within the Cabinet: Group 2 (Professionals) and Group 6 (Office & Clerical).

PUBLIC PROTECTION CABINET

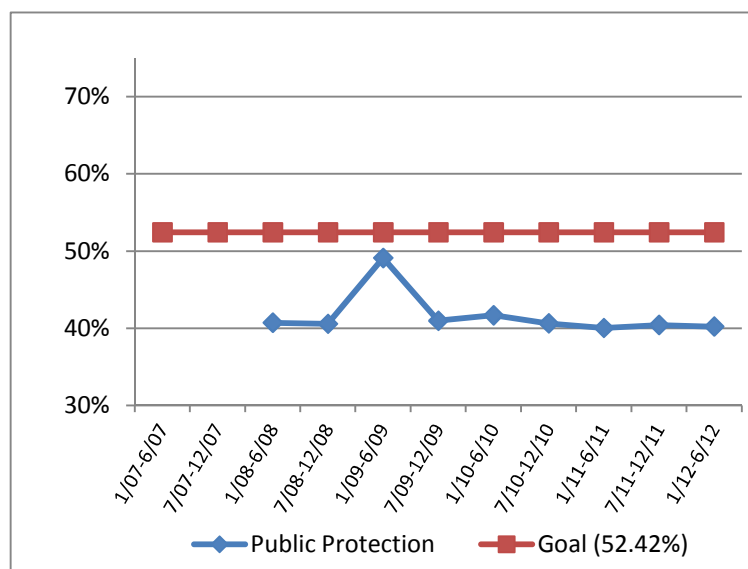
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	115	9	7.83%	10.00%	2.5	6.1%	39	33.91%	52.42%	21.3	37.7%
EEO GRP 2: PROFESSIONAL	321	23	7.17%	10.00%	9.1	8.4%	193	60.12%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	171	8	4.68%	10.00%	9.1	8.2%	18	10.53%	52.42%	71.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	4	0	0%	10.00%	0.4	8.3%	4	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	10	0	0%	10.00%	1.0	9.3%	7	70.00%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	27	0	0%	10.00%	2.7	5.8%	2	7.41%	52.42%	12.2	5.1%
EEO GRP 8: SERVICE MAINTENANCE	6	1	16.67%	10.00%	0.0	14.7%	0	0%	52.42%	3.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	654	41	6.27%	10.00%	24.4		263	40.21%	52.42%	79.9	
DECEMBER 2011 TOTAL	663	44	6.64%	10.00%	26.3		268	40.42%	52.42%	76.6	
CHANGES	-9	-3	-0.37%		-1.9		-5	-0.21%		3.3	

Public Protection Minority Utilization Trend¹⁰



Public Protection Female Utilization Trend¹¹



¹⁰ The Public Protection Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

¹¹ *Ibid...*

The Public Protection Cabinet employs 2.07% of the total Executive Branch workforce, and 1.46% and 1.70% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between January 1 and June 30, 2012, the Public Protection Cabinet saw a slight change in the number of positions, decreasing the workforce by nine positions to 654 employees. Of the 654 employees, 41 are minorities. The Public Protection Cabinet has a minority utilization of 6.27%. This is a decrease of 0.37% from the last reporting period. This percentage of utilization is 3.73% below the targeted goal of 10%. Though the cabinet only lost nine positions overall, disproportionate number (33.33%) of those positions were minority held, contributing to this reporting period's utilization decline. This reporting period is the seventh consecutive period of minority employment decline and the current minority utilization is the lowest since the creation of the cabinet in 2008.

The Public Protection Cabinet met goals in only one EEO Job Categories: Group 8 (Service Maintenance). Three EEO Job Categories (Groups 5, 6 & 7) had no minority employees.

Female Utilization

Of the 654 employees within the Public Protection Cabinet, 263 are female. These 263 employees represent 40.21% of the cabinet's total workforce. This is a decrease of 0.21% from the previous reporting period. Though the cabinet only lost nine positions overall, a disproportionate number (55.56%) of those positions were female held, contributing to this reporting period's utilization decline. The Public Protection Cabinet is currently 12.21% below the Commonwealth's goal of 52.42% for female utilization. The current female utilization is the lowest since the creation of the cabinet in 2008.

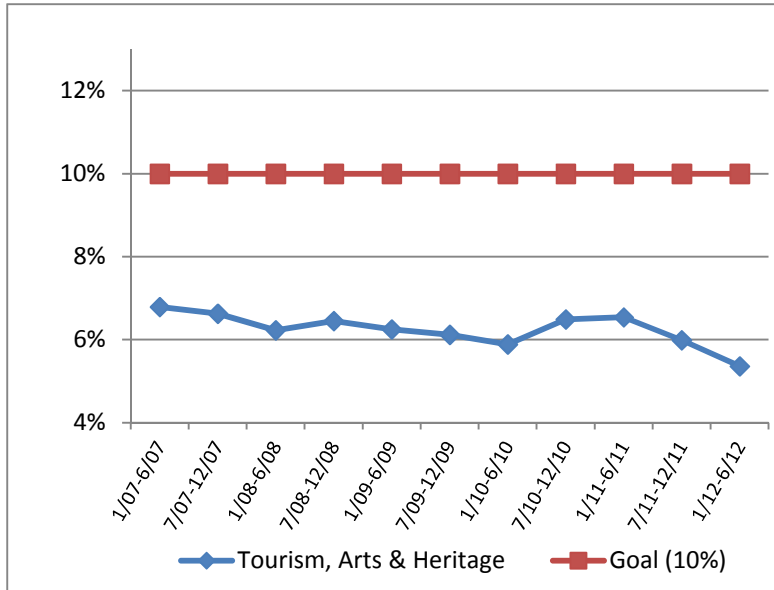
The Public Protection Cabinet continued to exceed female employment goals in three EEO Job Categories: Group 2 (Professionals), Group 5 (Paraprofessionals) and Group 6 (Office & Clerical).

TOURISM, ARTS & HERITAGE CABINET

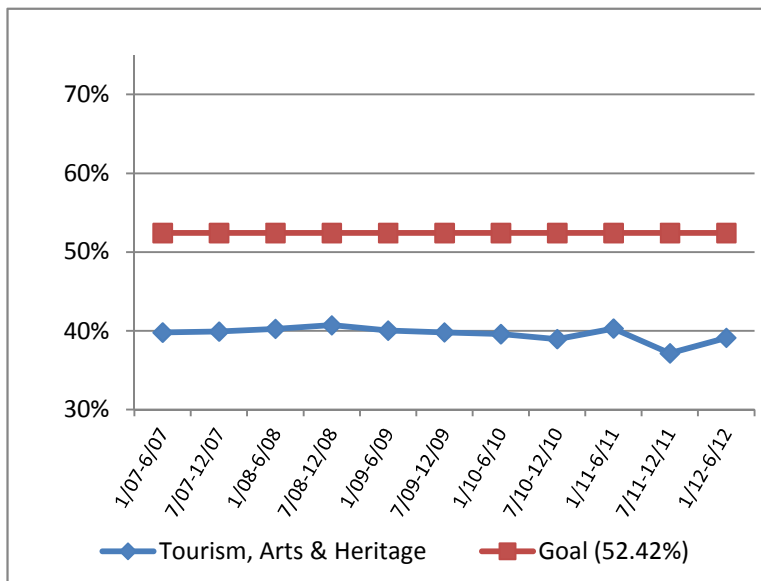
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	197	8	4.06%	10.00%	11.7	6.1%	64	32.49%	52.42%	39.3	37.7%
EEO GRP 2: PROFESSIONAL	532	20	3.76%	10.00%	33.2	8.4%	260	48.87%	52.42%	18.9	57.9%
EEO GRP 3: TECHNICIANS	59	4	6.78%	10.00%	1.9	8.2%	14	23.73%	52.42%	16.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	198	6	3.03%	10.00%	13.8	6	6	3.03%	52.42%	97.8	19.8%
EEO GRP 5: PARA PROFESSIONAL	168	3	1.79%	10.00%	13.8	8.3%	33	19.64%	52.42%	55.1	62.6%
EEO GRP 6: OFFICE & CLERICAL	152	9	5.92%	10.00%	6.2	9.3%	113	74.34%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	289	10	3.46%	10.00%	18.9	5.8%	28	9.69%	52.42%	123.5	5.1%
EEO GRP 8: SERVICE MAINTENANCE	757	66	8.72%	10.00%	9.7	14.7%	402	53.10%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,352	126	5.36%	10.00%	109.2		920	39.12%	52.42%	313	
DECEMBER 2011 TOTAL	2,002	120	5.99%	10.00%	80.2		744	37.16%	52.42%	305.5	
CHANGES	350	6	-0.63%		29		176	1.96		7.5	

Tourism, Arts & Heritage Minority Utilization Trend



Tourism, Arts & Heritage Female Utilization Trend



The Tourism, Arts & Heritage Cabinet employs 7.44% of the total Executive Branch workforce, but only 4.49% and 5.93% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between January 1 and June 30, 2012, 350 positions were added in the Tourism, Arts and Heritage Cabinet, resulting in a total workforce of 2,352. Of these 2,352 employees, 126 are minorities. These 126 employees comprise 5.36% of the cabinet's workforce, 4.64% below the minority utilization goal of 10%. Of the 350 new positions, the minority employment netted a disproportional six positions (0.86%), contributing to the decline in minority utilization. This is the third reporting period with declining minority utilization for the Tourism, Arts & Heritage Cabinet and the lowest percentage of minority employees since the beginning of this administration.

The Tourism, Arts & Heritage Cabinet met minority utilization goals in no EEO Job Category.

Female Utilization

Unlike in the minority utilization analysis, females held a higher percentage (50.29%) of the 350 new positions than the overall percentage of females in the cabinet. The female employment numbers rose from 744 in the previous reporting period to the current 920. Therefore, Tourism, Arts & Heritage saw an increase in female utilization, from 37.16% to 39.12%. However, the cabinet is still 13.3% shy of the female utilization goal.

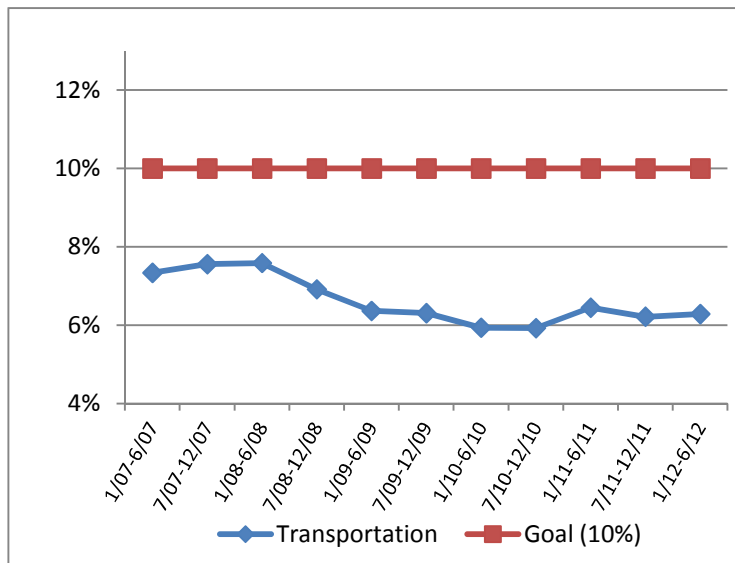
The Tourism, Arts & Heritage Cabinet reached female utilization goals in two EEO Job Categories: Group 6 (Office & Clerical) and Group 8 (Service Maintenance).

TRANSPORTATION CABINET

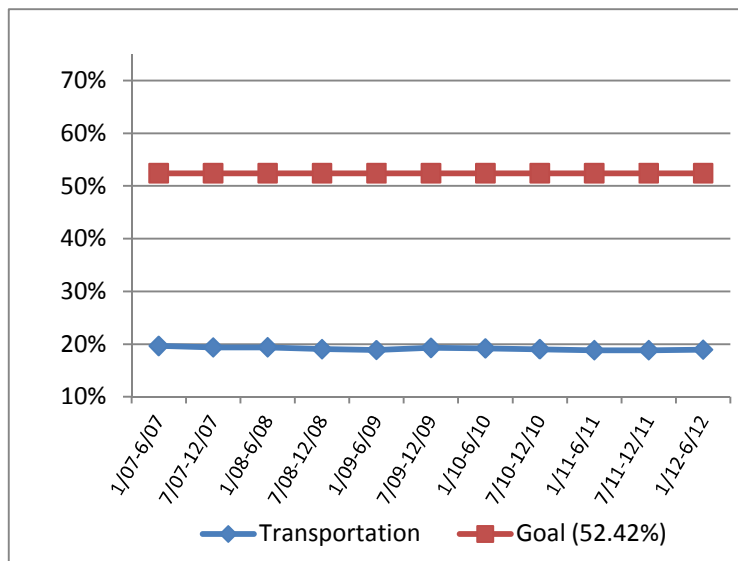
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	340	8	2.35%	10.00%	26.0	6.1%	64	18.82%	52.42%	114.2	37.7%
EEO GRP 2: PROFESSIONAL	1,667	123	7.38%	10.00%	43.7	8.4%	616	36.95%	52.42%	257.8	57.9%
EEO GRP 3: TECHNICIANS	408	25	6.13%	10.00%	15.8	8.2%	83	20.34%	52.42%	130.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	4	0	0%	10.00%	0.4	10.6%	1	25.00%	52.42%	1.1	19.8%
EEO GRP 5: PARA PROFESSIONAL	103	7	6.80%	10.00%	3.3	8.3%	19	18.45%	52.42%	35.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	115	37	32.17%	10.00%	0.0	9.3%	41	35.65%	52.42%	19.3	76.8%
EEO GRP 7: SKILLED WORKER	1,768	90	5.09%	10.00%	86.8	5.8%	48	2.71%	52.42%	878.8	5.1%
EEO GRP 8: SERVICE MAINTENANCE	377	11	2.92%	10.00%	26.7	14.7%	34	9.02%	52.42%	163.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	4,782	301	6.29%	10.00%	177.2		906	18.95%	52.42%	1,600.8	
DECEMBER 2011 TOTAL	4,745	295	6.22%	10.00%	179.5		894	18.84%	52.42%	1,593.4	
CHANGES	37	6	0.07%		-2.3		12	0.11%		7.4	

Transportation Minority Utilization Trend



Transportation Female Utilization Trend



The Transportation Cabinet employs 15.13% of the total Executive Branch workforce, but only 10.73% and 5.84% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between January 1 and June 30, 2012, 37 positions were added to the Transportation Cabinet, resulting in a total workforce of 4,782 employees. Of these 4,782 employees, 301 are minorities. These 301 employees comprise 6.29% of the Transportation Cabinet's workforce, 3.71% below the minority utilization goal of 10%.

This reporting period, the Transportation Cabinet met the minority utilization goals in one EEO Job Categories: Group 6 (Office & Clerical).

Female Utilization

Between January 1 and June 30, 2012, the total number of female employees at the Transportation Cabinet grew by twelve positions, to 906. These 906 employees represent 18.95% of Transportation's workforce. Currently, the Transportation Cabinet is 33.47% below the female utilization goal of 52.42%. Transportation has the lowest female utilization, 16.77% below the next lowest, Energy & Environment.

The Transportation Cabinet met no female utilization goals in any of the EEO Job Categories this reporting period (having met one, Group 6, during the last reporting period).

APPENDICIES

APPENDIX 1 -SECRETARY OF STATE

January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	4	0	0.0%	10.00%	0.4	6.1%	3	75.00%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	23	1	4.38%	10.00%	1.3	8.4%	16	69.57%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	3	0	0.0%	10.00%	0.3	8.2%	2	66.67%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	30	1	3.33%	10.00%	2.0		21	70%	52.42%	0.0	
DECEMBER 2011 TOTAL	30	1	3.33%	10.00%	2.0		21	70%	52.42%	0.0	
CHANGES	0	0	0		.0.0		0	0		0.0	

APPENDIX 2 - ATTORNEY GENERAL

January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	44	3	6.82%	10.00%	1.4	6.1%	19	43.18%	52.42%	4.1	37.7%
EEO GRP 2: PROFESSIONAL	133	7	5.26%	10.00%	6.3	8.4%	68	51.13%	52.42%	1.7	57.9%
EEO GRP 3: TECHNICIANS	4	0	0.0%	10.00%	0.4	8.2%	1	25.00%	52.42%	1.1	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	3	1	33.33%	10.00%	0.0	8.3%	3	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	5	0	0.0%	10.00%	0.5	9.3%	5	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2	0	0.0	10.00%	0.2	5.8%	2	100%	52.42%	0.0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	191	11	5.76%	10.00%	8.1		98	51.31%	52.42%	2.2	
DECEMBER 2011 TOTAL	202	11	5.45%	10.00%	9.2		103	51%	52.42%	2.9	
CHANGES	-11	0	0.31%		-1.1		-5	0.31%		0.7	

APPENDIX 3 - STATE TREASURER

January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	7	0	0.0%	10.00%	0.7	6.1%	3	42.86%	52.42%	0.7	37.7%
EEO GRP 2: PROFESSIONAL	19	1	5.26%	10.00%	0.9	8.4%	13	68.42%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	2	0	0.0%	10.00%	0.2	8.2%	1	50%	52.42%	0.05	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	1	0	0.0%	10.00%	0.0	9.3%	1	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	1	0	0.0%	10.00%	0.1	5.8%	0	0.0%	52.42%	.6	5.1%
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	30	1	3.33%	10.00%	2		18	60.00%	52.42%	0.0	
DECEMBER 2011 TOTAL	33	2	6.06%	10.00%	1.1		21	63.64%	52.42%	0.0	
CHANGES	-3	-1	-2.73%		0.9		6	-3.64%		0.0	

APPENDIX 4 - AUDITOR OF PUBLIC ACCOUNTS

January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	14	0	0.0%	10.00%	1.4	6.1%	6	42.86%	52.42%	1.3	37.7%
EEO GRP 2: PROFESSIONAL	117	6	5.13%	10.00%	5.7	8.4%	80	68.38%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	1	0	0.0%	10.00%	0.0	8.2%	0	0.0%	52.42%	0.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	4	1	25.00%	10.00%	0.0	9.3%	0	50%	52.42%	2.1	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	136	7	5.15%	10.00%	6.6		86	63.24%	52.42%	0.0	
DECEMBER 2011 TOTAL	132	7	5.3%	10.00%	6.2		87	65.91%	52.42%	0.0	
CHANGES	4	0	-0.15%		0.4		-1	-2.67		0.0	

APPENDIX 5 - DEPARTMENT OF AGRICULTURE

July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	62	1	1.61%	10.00%	5.2	6.1%	15	24.19%	52.42%	17.5	37.7%
EEO GRP 2: PROFESSIONAL	68	6	8.82%	10.00%	0.8	8.4%	39	57.35%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	101	2	1.98%	10.00%	8.1	8.2%	22	21.78%	52.42%	30.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	3	1	33.3%	10.00%	0.0	8.3%	3	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	10	2	20.00%	10.00%	0.0	9.3%	7	70.00%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	2	1	50.00%	10.00%	0.0	14.7%	0	0.00%	52.42%	1.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	246	13	5.28%	10.00%	11.6		86	34.96%	52.42%	43	
DECEMBER 2011 TOTAL	264	14	5.3	10.00%	12.4		92	38.8%	52.42%	46.4	
CHANGES	-18	-1	-0.02%		-0.8		-6	-3.84%		-3.4	

APPENDIX 6 - UNIFIED PROSECUTORIAL SYSTEM

January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	3	0	0.0%	10.00%	0.3	6.1%	2	66.67%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	659	20	3.03%	10.00%	45.9	8.4%	250	37.94%	52.42%	95.4	57.9%
EEO GRP 3: TECHNICIANS	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 4: PROTECT SERV WRKR	36	2	5.56%	10.00%	1.6	10.6%	13	36.11%	52.42%	5.9	19.8%
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	368	11	2.99%	10.00%	25.8	9.3%	357	97.01%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,066	33	3.10%	10.00%	73.6		622	58.35%	52.42%	0.0	
DECEMBER 2011 TOTAL	1,072	31	2.9%	10.00%	76.2		623	58.1%	52.42%	0.0	
CHANGES	-6	2	0.2%		-2.6		-1	0.25%		0.0	

APPENDIX 7 - EEO Job Category Descriptions

Group 1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode1.htm>

Group 2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode2.htm>

Group 3. Technicians: Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode3.htm>

Group 4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode9.htm>

Group 5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcodeb.htm>

Group 6. Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers,

office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers. To see job codes listed in this group visit:

<http://personnel.ky.gov/persadmin/info/eeocodes/skcode5.htm>

Group 7. Skilled Worker: Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers. To see job codes listed in this group visit:

<http://personnel.ky.gov/persadmin/info/eeocodes/skcode6.htm>

Group 8. Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcodea.htm>
